

FEBRUARY 1959

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

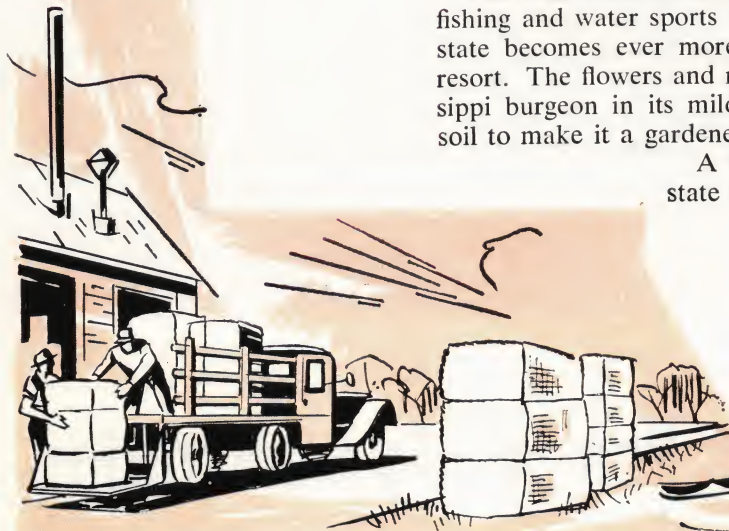


SEARS CAMPAIGN OPENS

Hoffa Reports on First Year of Administration

Teamsters Salute . . .

MISSISSIPPI



MISSISSIPPI, land of moonlight and magnolias, officially "The Magnolia State," has lived under seven flags: Spanish, French, English, the short-lived Republic of West Florida, the U. S., the Confederacy and, from secession until admitted as second state of the Confederacy, solely under the state flag.

First colonized in 1699, the 47,716 square miles (ranking 31st) were admitted as the 20th state in 1817 with Jackson as the capital. In 1950 the population was 2,178,914 (ranking 26th) with the nation's highest (88.5%) proportion of native-born citizens.

Although essentially agricultural with 216,000 farms, the state has an active industrial promotion which lifted industrial employment from 56,872 in '40 to 105,000 in 1955. Labor union members constituted only 6.5% of the non-farm work force in '39 but were 14.7% in 1953. Cotton is the principal crop (second-ranking state in 1956) followed by dairying. Hardwood lumber and slashpine products are important. Along the 44-mile coastline, more than 900 fishing boats garner 232,940,000 pounds of fish annually, second-largest of all Gulf state catches. Mississippi has over 115 producing oil and gas wells and an estimated natural gas reserve of 2.4 trillion cubic feet.

The state has produced such widely divergent personages in time and character as Jefferson Davis, only president of the Confederacy, and Mary Ann Mobley, "Miss America" of 1959!

The Gulf coastline affords excellent swimming, fishing and water sports the year around and the state becomes ever more popular as a vacation resort. The flowers and natural beauty of Mississippi burgeon in its mild climate and deep rich soil to make it a gardener's delight.

A hearty salute to this fine state of "The Old South!"



THE INTERNATIONAL
Teamster
 DEDICATED TO SERVICE

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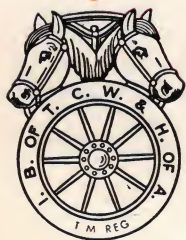
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Special Report

HOFFA REPORTS ON YEAR OF

On Jan. 31, 1958, James R. Hoffa and a new General Executive Board assumed direction of the International Brotherhood of Teamsters. In the ensuing year, President Hoffa has visited many local unions to report directly to the membership on the problems and achievements of the union.

At the end of January, 1959, President Hoffa addressed rank-and-file members of Teamsters Local 688, St. Louis, at its annual city-wide conference. His report to the membership summed up the first year of the Hoffa administration. It is reprinted here in full.

ON JANUARY 31 of this year, the new Executive Board had been in office exactly one year. During that period of time, more things have happened to this International Union than have happened even in the field of science. (*Applause and laughter.*) When you analyze what has happened during these 12 months, you must first of all recognize that we have raised the standard of living for law-

yers way beyond the 100 per cent point. (*Applause and laughter.*)

Seriously, this has been a year of trying times, not only for the officers of the International Union, but for the members, their wives, and the officers of each local union throughout the United States.

For some reason known only to themselves, the McClellan Committee and particularly its chief investi-

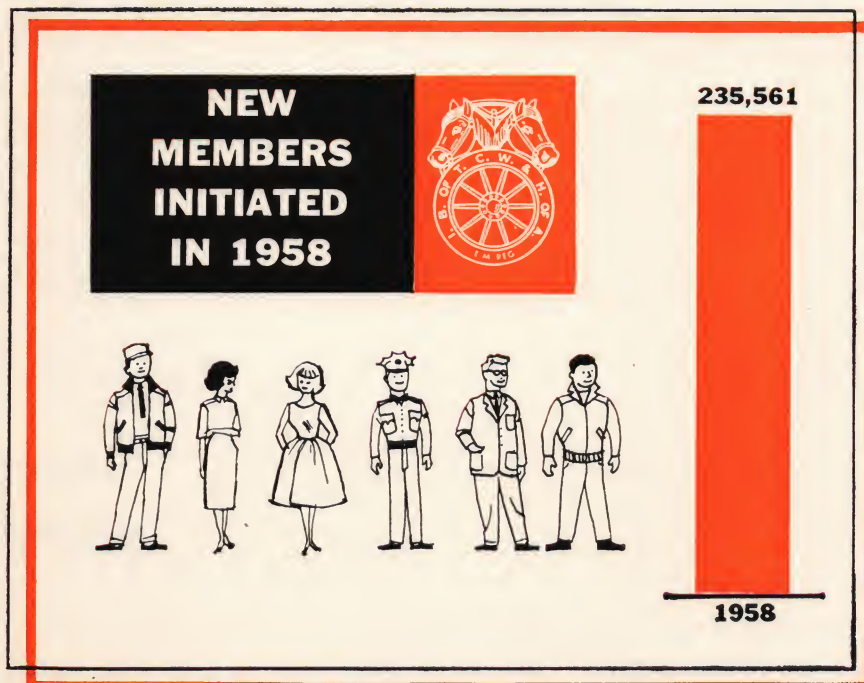
gator, Bobbie Kennedy, has concentrated all of the power of the United States investigative forces on this International Union. I don't believe anywhere in the history of these United States, whether it be business, labor or any group, has anyone been investigated to the degree that the Teamsters Unions throughout this country have been investigated.

And I am proud to say that despite the newspaper headlines, the editorials, the commentaries, we yet are able to stand together, negotiate agreements far superior to those who would destroy us, and organize over 135,000 new members this year. (*Applause.*)

Our International Union has not faltered, retracted or refused to fight. Fortunately, we are in a position in the labor movement to assist almost every contract negotiation of any importance and certainly to assist in every strike. Despite the harassment and despite the problems, and despite Mr. Meany's edict against pacts with your International Union, we have meetings almost every day with some International Union seeking support from this great International Union.

Yet, we find that Sen. Kennedy no later than last week introduced a bill in the Senate, Senate Bill 505, which despite the press and despite his statements, is one of the worst anti-labor bills that was ever introduced in the Senate of the United States. It is so loosely worded, it is so dangerous that our most experienced lawyers, after studying it carefully, have come to the conclusion that we must attack this bill, because in the bill there are provisions dealing with the basic question of the right of individuals within labor to support each other.

There are provisions of accounting



. . . . you, the workers, live or die based on your ability to earn a living for yourself and your family by the hands and feet God gave you

James R. Hoffa

PROBLEMS AND ACHIEVEMENTS



"We will not hide from the truth. We will tell it and we will live it," President Hoffa tells 650 rank-and-file shop stewards of Local 688 in St. Louis. With his Executive Assistant, Harold Gibbons, at his right hand, Hoffa laid a report of his stewardship of the International Union squarely on the line.

in the bill which, despite what they would tell you is for the protection of the members, would actually destroy a small local union. It would create, not only a haven for the lawyers, but now the accountants will take what is left.

This bill is so loosely worded that it is left in the hands of the Secretary of Labor as to whether or not a labor organization is in compliance with the bill, whether or not you are properly recognized as a labor union itself, whether or not you have a proper strike, whether or not you are properly supporting other labor organizations. No such legislation has a right to be on the books.

If there is to be legislation, and

people are to be guided by the Congress of the United States, it is the duty and responsibility of Congress to draw a bill defining by very definite provisions exactly what we may or may not do, rather than leave its interpretation to a hired hand, a man who does not have to account to the public at large.

Yes, many of the problems we have faced have caused heartaches to wives, to children and homes. During these twelve months, I have seen strong men—men from St. Louis and men from all over this country—come into Washington and discuss what they're going to do the following day. And the following day, they appear in front of the McClellan committee,

a committee established for one sole purpose, for the purpose of humiliating those who appear in front of it; not for investigative purposes of law, but for humiliation; for the destruction of the individual back in his own home. When he has the courage to stand up and answer, he's wrong; when he refuses to answer, he's wrong; and no matter what he does, he's wrong.

As the good father (Father Clark, see p. 9) stated a while ago, everyone does not have the fortunate opportunity of escaping problems during his life. Yet, I have seen young Kennedy take individuals who are not highly educated, who certainly are not used to public appearances, who certainly are not used to cross-examinations by experienced personnel who, after weeks and weeks of investigation, have prepared a list of questions. And when those individuals take their privilege of the Fifth Amendment, they are harassed, their families are embarrassed, and Mr. Kennedy delights, if you please, in calling them hoodlums and calling them ex-convicts. This is a serious situation—more serious actually than the labor movement's problems themselves tonight.

I say to you that no man, no man, is safe, whether he be a business man, whether he be in the clergy, or whether he be in labor, if such a situation is allowed to continue and exist to the point where individuals take unto themselves the right to destroy, rather than to instruct or correct.

This situation apparently is going to carry on for another several months, since no later than last week, the Committee requested \$750,000 more money to investigate the Teamsters Un-

ion, even though they have already spent well over two years in the process of doing so. (*Boo.*) Yes, boo; if we could say boo and have it disappear, that would be fine. But booing, crying or hollering will not do it. Only the question of standing firm, the question of knowing your rights and the willingness to fight, will correct this situation. These things will correct it, eventually and finally when they're through investigating the Teamsters Union, without being able to find anywhere in these United States a crime, money that was illegally spent, or individuals who did not carry out

'Need for Unions greatest in history'

Yes, the Teamsters International Union has plans—plans to organize the unorganized jurisdiction of the Teamsters. But, unfortunately, while we have our friends here from other International unions, we fail to find organized labor, as a whole, willing to step up campaigns of organizing the unorganized worker. Unfortunately, they seem to believe this is the time to hide under the sheet. Well, I say to you that the unorganized worker and the organized worker of America are more in need of labor organizations today than ever in the history of this country, because we are going through a new period, a period of automation.

I wish you could sit in the office and listen to the discussions we have with local unions throughout this country where people are being displaced by machines. Individuals 40 to 45 and over, write letters into the International office, pleading for an opportunity of securing a job somewhere in this country, because in their own locale where they're laid off through replacement by machines, there is nobody willing to accept them in employment.

Yes, today is the day of problems. Many nights we discuss, far into the mornings, with our lawyers, our economists and with other labor officials, whether or not a reduction of hours is the answer, whether or not extra premium pay is the answer, or whether or not eventually we must find some way of taxing the machine and being able to distribute that money to the unemployed who are replaced or displaced by machines. Those are the problems.

their obligation of their office. It has been two long years, and I want to see one single thing they've proven yet today.

These are the problems that have taken up time and effort that should have been put forth to double our program of organizing and correcting the difficulties of labor. But enough of that, because we will fight, whether it's today, tomorrow, next month or six months or six years. (*Applause.*) Because if it is a question, as Kennedy has said, that he will break Hoffa, then I say to him, he should live so long. (*Applause.*)

If you would believe that it is possible to unload a boat today with one man, then you would believe what's going to happen in the year of 1960. Where there are two and three hundred men working today unloading boats in New York City, we know that on the draft boards there are new ships, new equipment by which one man will unload the entire boat by automation; where they will use the containers that are now being put into use all over this country, and one man with a crane, one man with a viewer will unload and load a boat by himself.

'I will make a decision on every issue'

But as I told you at the convention when I was elected, I will make a decision on every issue that comes to my desk. Whether or not you are right will depend upon whether or not you win. It will not depend upon the friendship that I may have with you as a person, because this International Union cannot trade on politics and survive; because each individual, whether he likes it or not, in his own mind and in his own heart must accept finality from somebody at the head of the organization. And as long as I am your General President, you will receive from the International office an answer to each and every problem, large or small. And if you don't like it, you'll have a right at the next convention to correct it.

But I am convinced that you and other individuals ultimately and finally will acknowledge the fact that we had five years wasted, because of in-

Yes, we know that in the city of New York where there are some 27,000 longshoremen, there is an estimate very quietly being made by the employers, toward the possibility of 50 per cent of the employment being displaced by machinery in the next few years.

This is a tremendous problem—a problem of men who know only one occupation; a problem of men who are beyond the age of learning the new-type operations, the mechanized operation of machinery; men who only know that they are entitled to work as long as they are willing to work.

Yes, problems after problems like these come up each day. We try to find a solution for them. We work with committees. Out of all the work we do and all the hours we put in, I'm happy to say that we are finding solutions to some of our problems—problems which, when we first came into the International Union, had been swept under the rug for months and months; problems that they had evaded to avoid making decisions. Gibbons and myself, along with the advice of our Secretary-Treasurer, John English, have taken those problems and found ways and means of resolving them. It isn't always nice. Many of the local unions, when they get correspondence from us after we've made a decision, probably wonder why we made the decision.

dividuals' desires to hide from the truth. Those five years brought about many of the problems that we have today, because of individuals' desires to be able to cultivate the employer, be able to appear in front of employer groups and make statements they like to hear, and be able to formulate policies that were not for the best interests of the workers that belong to our Union. I have made it my practice since I've been the International President not to appear in front of employers . . . (*Applause*) . . . not that I have anything against the employers, because I have many, many friends amongst the employers—but because I know that you cannot wear two hats successfully.

And I know that employers who invite me there, invite me there for only one reason, that I am the President of the International Union, and they hope that some way they will

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convince me that you, the workers, are wrong, and I don't propose to be convinced. (*Applause.*) I am not so foolish to believe that if tomorrow morning I lost this job, the same employers would even answer the telephone if I called them.

There are many problems that we are going to face in the next few months in the coordination of master contracts. The delegates here today listened patiently to several resolutions being passed. As I listened to the resolutions being discussed, running through my mind were the various other resolutions you'll be faced with throughout this year and sometime next year. Any local union, no matter how well it's organized, no matter how well it's financed, is a complete failure by itself. Nowhere is there a local union in this International Union, whether it be over-the-road trucking, whether it be milk, construction, or any one of the thirteen trade divisions, that can today successfully negotiate a contract in its own city if your employer wants to fight you.

You must recognize that the secondary boycott law, and the last two Supreme Court decisions, have placed a penalty on the worker respecting picket lines, have placed a penalty on his organization to the extent that the damage provisions alone can wipe out the most well-financed local union in the United States. The only answer to the United States Supreme Court decisions, and the only answer to 505, or any other piece of legislation, is to recognize that we, the responsible leaders of organized labor, whether it be the shop steward, the delegate, or the ordinary member, must agree to sacrifice our individuality and recognize, where there is a national concern, or where there is a concern operating in more than one installation, that we must negotiate area-wide, company-wide, and nation-wide agreements or be destroyed. (*Applause.*)

Yes, we recently had an example of a large chain operation who thought they could circumvent the local union by coming into the International office and pointing out how well they were organized, how they worked with labor, but how they were being mistreated in one city. It so happens that I have known this company for the last 25 years, and I haven't forgotten the days they broke the strikes; I haven't forgotten the case that went all the way to the Supreme Court

that wiped out NRA; and I haven't forgotten the fact that the individual who came into my office was the individual who broke several strikes in this country 15 years ago.

Yet he had the nerve to come into the office, complain about the treatment he was receiving, and suggest that we take over the local union ne-

gotiations. There was only one answer and the answer was to tell the employer quite firmly that not only would he have a strike in that local union, he would have a strike all over the United States. (*Applause.*) And the result was that in a matter of 20 minutes he signed what the workers wanted.

'Coordination necessary for survival'

Now that is what I am talking about in the way of coordinated operations. Every time I make this speech, or every time we draw a new chart, we find headlines all over this country talking about power, talking about the terrible Teamsters that could shut down the United States. I say to you that, without power, there won't be any Teamsters, terrible or otherwise, because not one single employer you have doesn't understand far better than you the necessity of coordinating his business to use one branch to beat a strike in another branch. If it's good for him, then it must be good for you to get for our people in Dakota, Mississippi, Texas, Arkansas, over on the east coast or west coast what they deserve by using the coordinated strength of the Teamsters Union. This is necessary for survival.

Yes, the statement made by Senator John Kennedy on TV was a disgrace to any respectable man in this country—the statement that he had introduced Senate Bill 505, and that in introducing it he would destroy Jimmy Hoffa. Well now, you know and I know that Jimmy Hoffa is nothing—just a name, just an individual. So when he talks about Hoffa, he talks about destroying the entire Teamsters Union; because if Hoffa,

through his plans, through his ideas, talks about coordinated efforts to bring about uniformity of contracts and successful negotiations, must be destroyed, then it means that the next worker accepted as a General President of this International Union must give up your right to area-wide, state-wide, and company-wide contracts, or he too must be destroyed.

So it isn't a question of honest legislation; it is a question of spite legislation. It is a question of a young millionaire who doesn't know what it is to work in a warehouse, who wouldn't understand the question a young lady raised here today, of being only able to get 6 hours work at \$1-\$1.25 an hour, and going home with almost enough money to pay the bills and certainly not enough to put aside. He wouldn't understand that.

He doesn't understand the fact that you, the workers, week by week, day by day, and month by month, live or die based upon your ability to be able to earn a living for yourself and your family by the hands and the feet that God gave you. If you should unfortunately lose either one of them you would have no one looking out for your interest, and certainly not a man like Kennedy. He would not understand that you were not indispensable.

'A problem of millionaires'

This is the problem you are facing today, a problem of millionaires—millionaire governors, millionaire senators, billion dollar corporations, million dollar corporations. They talk like box car figures. Yet when you, the union, sit here and discuss whether or not you will raise dues 50 cents a month; whether or not you will pay 1 per cent of your salary for the highest dues, or whether you will raise it

to three-fourths of 1 per cent, bear in mind that every employer in this country belongs to a union whether he likes to admit it or not. And his dues aren't 1 per cent of his salary; his dues aren't 1 per cent of what he would like to earn; they are generally a percentage of the gross business that he does, regardless of whether he wants to admit it or not.

Now the National Manufacturers

Hoffa Reports

Association, the Chamber of Commerce, and the various other organizations in the industry to which employers belong are just as surely unions as your union is, because they themselves . . . (applause) . . . are united for the interest of the stockholders, for the interest of the owners of corporations.

There isn't a single man working in any industry in this Teamsters organization here tonight that could affect the economy of this country. Combined, the entire Teamsters could not affect the economy of this country. Yet General Motors, and U. S. Steel, two corporations alone, can either cause prosperity or depression, and either cause good times or bad times, and yet nobody talks about legislation, nobody talks about the tremendous power of those corporations. They only talk about the power of the worker, and the only power that they worry about is the organized worker, not the unorganized worker.

So I say, sitting in Washington, talking to congressmen and senators, reading day by day the information that comes into our office, we can only draw one conclusion, a conclusion that our enemies will never admit, and that is that they have failed in their endeavor to destroy the union by muscle, by bribe, and by law, and now they are going to do it, if you please, by trying to convince you that you must be protected by law, by an appointee, against those whom you yourself elect to run your business.

Problems will never end as long as we're human beings, but problems will be solved until new ones come along. So I say to you, the members of 688, the employers who are here tonight, the clergy, the representatives of law and order, that there is no Teamsters Union in this country who expects any special privileges. There isn't any official that I know of, or ever talked to who believes he is above the lot. But we do believe that we are entitled to the constitutional rights that every God-fearing citizen in this country is entitled to, and we are going to fight, struggle and argue with anybody who wants to take away the slightest degree of those rights we were born with. (Applause.)

In the very near future we will find headlines breaking out all over this country, headlines concerning what? A murder? An invention? No! A headline about organizing Sears and Roebuck. Now I can think of 100

things worse than organizing Sears. But I question whether or not we could do anything in this country that would bring about more editorials, headlines, and comments, than organizing Sears and Roebuck, because of their tremendous advertising budget, because of their tremendous power and control of the press, and their tremendous purchasing power through their suppliers.

Yet we will find that Dusty Miller, living in Dallas, Texas, who has been left alone up to this point, will in my opinion inherit in the next few months more abuse than he ever dreamed was possible, because he became coordinator of Sears and Roebuck campaign. Wait and see.

Now we have one big problem which is facing this International Union which is out of our hands to settle, and again it is in the hands of our friends, I hope, the lawyers. This is the monitor question. I know every member of 688 sitting here, and every officer of any local union sitting here, realizes that the monitorship placed upon this International Union one year ago may now become a receivership; a receivership, if you please, to perpetuate two individuals in power to

be able to collect exorbitant fees from this International Union; individuals who, if you would listen to them, would destroy the International Union and this local union by the silly constructions they try to place on democracy as they see it from our Constitution.

Monitors O'Donohue and Schmidt, who when they came in recognized and agreed with our Executive Board that they were acting in advisory capacity, at the very first hint of a disagreement between the International and themselves have now gone into court and have asked to have the so-called consent decree set aside or amended to the extent that it places a receivership over your International Union. You may say this could not affect you. You may say this only affects the International Union. But I say to you that I have letters on file which indicate that they are trying to interfere in your medical center, trying to interfere in your pension plan, trying to interfere in your collective bargaining, and are finally trying to interfere in the settlement of grievances under established grievance machinery in labor contracts signed by local union and employers.

'Members make the decisions'

This is beyond a doubt the worst situation that has ever been created in labor, and it has been brought about unfortunately by leaders within the labor movement, leaders who believe that if they can control the monitors, they can control the Teamsters. Well, I say to you that Dan Tobin certainly must be turning over in his grave for making the unfortunate error of selecting George Meany to succeed Bill Green as head of the A.F.L. Meany, in his anxiety to appease our enemies, is supporting anybody who wants to fight the Teamsters, hoping that by such destructive means he will be able to force us to do as other Internationals are doing, taking whatever he decides is good for them, rather than letting the members make the decisions.

There is no law in the books that authorizes or gives to any court the right to do what they are trying to do to the Teamsters International Un-

ion. There is no law in the books that allows anybody to take over your organization and direct you, a non-profit organization, to give up your chartered rights that you received prior to being organized. This is the battle.

In the next three weeks we will have a settlement of some nature, a settlement that will determine whether or not we will go on as a long-established International Union, run by the members, run by experienced officers; or whether or not we will have three lawyers, trying to form policy for 1,632,000 people in these United States. These are the problems of the Teamsters, problems which will be resolved, and whether they are resolved in our favor at this time or not, ultimately and eventually will be resolved in the favor of those who have the courage to stand up and fight—the rank and file and officers of the Teamsters International Union. Thank you. (Applause.)

A Good Month For the Workers

This month justice began to have its inning.

● U. S. DISTRICT JUDGE Joseph R. Jackson, in Washington, D. C., dismissed a perjury indictment against Teamster Organizer Clyde Crosby of Portland, Ore., ruling that the McClellan Committee did not act within its statutory authority on a matter connected with legislation when it was questioning Crosby.

Crosby bore the brunt of the McClellan Committee's earliest smear attempts in February and March of 1957, a sorry effort in which Bobby Kennedy relied upon the phony testimony of James Elkins, listed by the F.B.I. as a convicted dope addict, narcotics pusher, hoodlum and thug.

Dismissal of the indictment against Crosby effectively disposed of the last of 19 indictments which were lodged against him as a result of Elkins' testimony. All resulted in either acquittal or dismissal. Only one minor indictment is pending in an Oregon court.

Judge Jackson's ruling in Washington was considered to be of deep significance on the burning question of whether the McClellan Committee has exceeded the bounds both of its legal authority and moral justice.

● ON THE SAME DAY, in Cleveland, another Federal Judge halted a Justice Department "fishing expedition" against 13 labor leaders on the grounds that the government agency was violating the Fourth Amendment ban on illegal search and seizure.

U. S. District Judge James C. Connell squelched government "blanket" subpoenas as "oppressive and unreasonable," assailing the practice of "encroachment of constitutional rights by government agencies."

The Justice Department, with flourish, had announced its intentions to open federal grand jury hearings in Cleveland and other cities, using its now-familiar tactic of wholesale search of records, without suspicion of crime, in an effort to return indictments against labor officials.

Judge Connell ruled that "we are concerned not only with the parties before us in this case, but with the people of the country."

● EARLIER, two U. S. Supreme Court rulings had affirmed rights of organized labor which employer groups had sought desperately to overthrow.

In one, the Supreme Court ruled that the Teamsters Union had the right to negotiate contracts for owner-operators and told employers to cease and desist in their attempts to violate such provisions in bargaining agreements.

In the other, the high court ruled that picketing by labor organizations is lawful so long as it is conducted peaceably. This ruling reversed an injunction by Florida state courts which had stymied efforts by the Hotel Employees Union to organize Miami Beach hotels.

● IN EAST LANSING, Mich., a Jesuit priest who is dean of the law school at Boston College, told Michigan State University students that Congressional committees have conducted badgering investigations which have brought the Fifth Amendment into disrepute. The Rev. Robert F. Drinan, S.J., asserted that "the Fifth Amendment is more than the mere right of defendants to refuse to answer incriminating questions. It is a symbol of the respect which our law and our society give to the inviolability of every man's soul."

● AND IN ST. LOUIS, another Jesuit priest, the Rev. Charles Dismas Clark, S.J., praised Teamster Union efforts at rehabilitating men released from prisons by providing them with jobs. Father Clark denounced the McClellan Committee for ridiculing such efforts at rehabilitation and declared that "if there are any ex-convicts in the Teamsters Union, I put them there."

Judge Slaps Justice Department For Labor 'Fishing Expeditions'

Justice Department practices of conducting wholesale "fishing expeditions" in an effort to convict labor leaders received a severe setback last month in a ruling by a Federal Judge in Cleveland.

Judge James C. Connell squelched subpoenas calling for the books and records of 13 union leaders as a violation of the Fourth Amendment "which invokes protection against illegal searches and seizures."

The Justice Department had announced its intention to convene grand juries in Cleveland and other cities in an effort to find criminal activity on the part of labor leaders.

Judge Connell said he was voiding the subpoenas as "oppressive and unreasonable," charging the government was on a "fishing expedition."

Connell assailed "encroachment of constitutional rights by government agencies."

In explaining his action, Connell said "there is nothing specific in any of these subpoenas under our consideration. The only thing specific is that they want all the books and papers of these people."

"There is nothing in these subpoenas to indicate what the searchers have in mind. They don't say what crime they have in mind or what books or

papers they want. They merely say, 'bring in everything over a five-year period.'

"Obviously the searcher does not indicate, possibly because he does not know for what he searches. We are not concerned only with the parties before us in this case, but with the people of the country. Is it legal to search any person under conditions such as this?" the judge demanded.

Chicago Council Lauded by Mayor

The tragic Chicago fire which claimed the lives of 87 students at Our Lady of Angels School has stirred the warm heart of trade unionists everywhere.

More than \$50,000 has been raised by unions in the Chicago area alone to aid the families of fire victims.

Mayor Richard J. Daley in praising organized labor in the Windy City for its prompt response to his call for assistance said that the \$10,000 contributed by Teamster Joint Council 25 "is another example of organized labor's response to the needs of the people of our city."

400,000 Children Shift for Themselves

Nearly 400,000 children under the age of 12 have to care for themselves while their mothers work, and 138,000 of these children are less than 10, the chief of the Children's Bureau of the U. S. Department of Health, Education and Welfare said recently.

Mrs. Katherine B. Oettinger said also that the number of mothers in the labor force with children under 18 has more than doubled since 1950.

During the 1958 period studied by the Census Bureau, a total of 273,000 mothers were working full time. Of their 6,665,000 children, 5,073,000 were under 12 years of age.

Many of the mothers who work, and especially those with very young children, do so out of economic necessity, Mrs. Oettinger declared.

Board to Meet

The IBT General Executive Board will hold its regular quarterly meeting beginning Feb. 23 in Miami, Fla. All business currently before the International Union will be transacted at this meeting.

Robert I. Wishart Memorial Planned

A trust fund is being raised by friends of the late Robert I. Wishart, secretary-treasurer of Teamsters Honeywell Local 1145 in Minneapolis, to establish a "living memorial" to the union leader for the benefit of his son, William, 11.

Wishart was only 44 years old when he died in December of a heart attack. L. J. (Bud) LeVoir, Local 1145 president, is leading the work for formation of a committee to handle the trust fund.

No Convention

Authorization of a convention has been declared null and void by the Courts, and a new International convention will not be held as previously announced.

A notice to this effect was also carried in the January issue of THE INTERNATIONAL TEAMSTER.

Helicopter Crew Are Teamster Members



Men who wing their way to and from suburbs in Los Angeles under the powerful blades of a helicopter are members of Local 986. Standing from left are Mike Riley, 986 BA; flight crew Don Chocek, Wayne Shaff, Marvin Griswold and Andy Anderson, Local 986's secretary. Kneeling from left are Bruce Penick and Bob Ciaraldi. Teamsters check weight and balance charts and attend passengers.

Ex-Convicts in Union?

'Let Me Take Rap,' Jesuit Priest Says

LET ME take the rap" for the presence of a small number of ex-convicts in the Teamsters Union, a Catholic priest told rank-and-file members of Local 688 in St. Louis last month.

The Rev. Charles Dismas Clark, S. J., told the local's annual city-wide shop conference that "if I hadn't sent them these ex-convicts, they wouldn't have been in this trouble, I mean all this smear."

Father Clark, noted for his work in rehabilitating ex-convicts, is called "the hoodlum priest." Local 688 presented him with a Community Service Award for this work and for his efforts to build a "Halfway House" for the rehabilitation of criminals.

Referring to attempts by the McClellan Committee to smear Teamster officials for putting ex-convicts to work, Father Clark asserted that "if they have got ex-convicts in their Union, I put them there."

The McClellan Committee has singled out President Hoffa, Vice President Harold J. Gibbons (who heads Local 688) and associates such as St. Louis Teamster leader Pete Saffo in its irresponsible attempts to ridicule the rehabilitation of ex-convicts. Father Clark, in his speech, praised Teamster efforts in that regard.

He told the rank-and-file delegates that "the Teamsters Unions, almost single-handedly, have made hundreds of men good citizens. They have saved the state thousands and thousands of dollars."

Here is the full text of Father Clark's speech following presentation of the Community Service Award:

"Honorable Mr. James Hoffa, Harold Gibbons: I am speechless. I am not used to this. Generally, doors are slammed in my face. I am used to having my throat cut, except by the Teamsters Union. (Applause).

"Many doors have been slammed on my face because I represented the men whom Mr. Gibbons talked about, the helpless ex-convicts. But Mr. Gibbons, Mr. Saffo, both, always an open hand. Never once in all these years have Mr. Saffo or Mr. Gibbons said, 'No.'

"I had the honor tonight to meet



The "hoodlum priest," Father Charles Dismas Clark, S.J., is renowned for his work in rehabilitating ex-convicts. Chaplain at St. Louis City Jail, Father Clark last month received a citation from Teamsters Local 688 in recognition of his accomplishments. At right is Vice President Harold J. Gibbons, secretary-treasurer of 688. Father Clark praised IBT for helping in his work (see story).

Mr. Hoffa. It was a great honor. I have talked about him all over the country—up and down the country. And tonight, to have the privilege of shaking hands with him, of being near such a great man, was a great joy to me.

"These men, the Teamsters Unions, almost single-handedly have made hundreds of men good citizens. They have saved the state thousands and thousands of dollars. We spent twenty-two billion dollars on law enforcement—none on rehabilitation in comparison to the twenty-two billion. So I take this occasion to thank the Teamsters.

"Mr. Saffo has been so gracious, so wonderful—he even invited me to baptize his baby. You see, to identify

yourself with me is dangerous. If you even speak to me, you may be in trouble. Mr. Saffo invited me to his home! Mr. Gibbons has always been so gracious, so nice, so wonderful and it is dangerous to be nice to me.

"May I say this, I know you don't wish any speeches, but I love to talk about it. The first most important thing in rehabilitation of these poor criminal boys is a job. And I got these jobs from the Teamsters—almost single-handedly, believe me. A few others, but mostly from them.

"And I feel so guilty that the Congress, the Senators have smeared these men. It's my fault. I sent these ex-convicts to them. They put them to work. And these men became good men and yet I did it. I feel very

guilty. I put the finger on these good men. If I hadn't sent them these ex-convicts, they wouldn't have been in this trouble, I mean all this smear.

"I mean this sincerely. If they have got ex-convicts in their Union, I put them there! (Applause) Now I guess they don't want to know about that in Washington, but they haven't asked me. But you can tell them if you want.

"Essentially, in this kind of business, rehabilitation, you need the law. There is a gentleman here tonight, and his lovely wife, Mr. Morris Shenker (St. Louis attorney-ed.) Now when the chips were down, and so many times they were down, Morris was always there. When people wouldn't talk to me, Morris Shenker was my friend. I want to thank him publicly, and his wife, not only for their legal help.

"When some poor boy was being mistreated and ill-treated, Morris Shenker would take his case for nothing. I have sat in court rooms and heard them say, 'Shenker must be getting a bundle for this.' And I have turned around and said, 'Getting nothing, my friend.' (Applause).

"There is another young man sitting here in this hall tonight that has been a great consolation to me. Mr. Tom Eagleton (St. Louis Circuit Attorney-Ed.) is a man who knows the rights of people, believe me. (Applause). I could mention so many people. One I would like to mention (he is a judge)—Judge David Fitzgibbon. (Applause). Dave Fitzgibbon is a great man. He has advised me, yes, helped me. He has picked me up when they beat me down. He has helped me in so many ways. Morris Shenker could tell you often times in his office, how when things were really black, when they were pushing these boys around, when they were mistreating them, persecuting them, Dave Fitzgibbon and Morris Shenker would almost put their arms around me and say that's it.

"So the law, the press have been very good to me. Singularly enough, I am very interesting to them, I guess. They have been very good. Ted Schafers, Mike Silva, John Keasler have been very good. They have been fine. I think they realize—these boys around the courts. They see what happens sometimes and I want to thank the press for their kindness to me. But I would like to get them off the back of the Teamsters. Blame it on me. Let me take the rap. (Applause.) There is nothing wrong with Jimmy

Rehabilitation Is Only Answer

HOW do ex-convicts become members of the Teamsters and other labor unions? Answer: the first prerequisite to rehabilitation is a job.

When Father Clark praised Teamster cooperation in putting such men to work (see story), he was calling attention to a problem that has plagued union officials for years. U. S. agencies, including the Department of Justice, as well as priests, ministers, rabbis, social workers, and others interested in the problems of the ex-convict, have always turned to labor unions for cooperation in placing men in jobs following their release from prison.

Vice President John T. O'Brien of Chicago pointed out in a recent letter to International headquarters that "we have talked many times about how ex-convicts come into our local unions. In my own local, we probably have over 100 working at the present time, and have been working for many years. They are sent to us by parole boards, priests, ministers, and many other people for the purpose of rehabilitation. For a sample, I am enclosing some correspondence from the U. S. Department of Justice. (The correspondence requested cooperation from his local in placing ex-convicts in jobs.)

"As you know, the McClellan Committee has harped about law and order. What actually happens: an ex-convict can get a job with one of our companies, he becomes a steward on the job and in later years he can be elected as a steward or an officer of his local union. What control do we, as International officers, have over a situation of this kind?

The situation is this: the McClellan Committee criticizes the Teamsters Union for helping in some instances to rehabilitate prisoners, at the same time the Department of Justice requests help and cooperation. It is easy for Bobby Kennedy to rant and rave about ex-convicts, but sociologists and clergymen know the importance of cooperation by unions in this vitally important field.

Hoffa except for Father Clark, that's all. So I wanted to meet this good man here tonight.

"Lastly, you might want to know where the money comes to support these people. Well, the hipped people, those who have been in prison, they know what it means to walk on concrete, look-at bars.

"Finally, a couple in Omaha, a man and his wife, they are far away tonight. I am very grateful to them. This good woman had some trouble. She came to me dressed as a poor woman because somebody told her if you were well dressed, I wouldn't help them. I only help the poor. She proved to be the wife of a banker. So they

furnished me money.

"They say that Morris Shenker is a wealthy man. Since he met me, I think he is kinda poor now. I just got another check from Morris Shenker the other day. God bless him.

"So I thank Mr. Gibbons and Mr. Hoffa. I tell you all, this is a great night for me. It really is. So now I will go back to the jail, go back to the bars, the concrete, and tell the boys how nice you have been to me. They always say, 'You know de guy?' I will tell them I met Jimmy Hoffa and they will say, 'You know de guy?' and now I can say, 'Yuh, I know de guy!' God bless you and thank you." (Applause.)

N. Y. Labor Undertakes Educational Project

Organized labor in New York has set up its own educational activities because public school systems there have failed to give labor consideration in its teaching, writes Mark Starr, noted labor leader, in last month's issue of the *Industrial Bulletin*.

In an article entitled "Do Schools Teach the Facts of Union Life," Starr criticizes the school system for pro-

ducing men and women who are misinformed about their labor heritage and their rights and duties as working people.

Starr's article points up the fact that labor has made great progress in educating workers in labor matters and suggests that public school systems should be doing a better job than they have on this subject.

'Badgering' Probes Denounced by Dean

Congressional committees have conducted badgering investigations which have brought the Fifth Amendment into disrepute, the Rev. Robert F. Drinan, S.J., dean of the law school of Boston College, has declared.

Father Drinan, addressing the Catholic student organization at Michigan State University, said that "some congressional committees seem to delight in punishing by publicity, while almost all committees seem to consume the time of important elected officials in investigations which are disorderly, duplicative and inefficient."

He asserted that "Congressional committees can abuse the Fifth Amendment by repeating the same question in a different way when it is known the witness will continue to invoke the Fifth Amendment."

"It is improper for a committee to subject a witness to such harassment that he is obliged to plead the Fifth Amendment some 200 times within the course of an afternoon."

Father Drinan told the students that "the Fifth Amendment is more than the mere right of defendants to refuse to answer incriminating questions. It is a symbol of the respect which our law and our society give to the inviolability of every man's soul."

"Let not the Fifth Amendment therefore be eroded or derided as a mere device that is exploited by racketeers."

'Protected by Union, Not by Our Critics'

How is the average Teamster member reacting to the McClellan ravings? Typical of the many comments appearing in newspapers across the country is this one in which a lady speaks her mind:

In a letter to the Cleveland *Plain Dealer*, office worker Anita Reinthaler wrote that "Jimmy Hoffa is responsible to the 1,600,000 members of his union and their families, not to the newspapers."

Miss Reinthaler, employed by Norwalk Truck Lines and a member of Local 521 in Cleveland, declared that "we members know that our dignity and security are protected by our union contract, not by our critics."

Clyde C. Crosby Wins Acquittal Before Federal District Court

That special brand of McClellan "get every Teamster leader no matter how" justice fell on its "select" face in Washington, D. C. this month in the case of Clyde C. Crosby, International Organizer for the state of Oregon.

Crosby was acquitted of a charge of perjury before the United States District Court for the District of Columbia.

The charge grew out of the testimony of James "Big Jim" Elkins, Oregon's notorious convicted narcotics pusher, dope addict, racketeer, hoodlum and thug, before the union-busting McClellan Committee. McClellan described the Oregon "hood" as a "candid and forthright witness."

Oregon courts, on the other hand, have taken a somewhat different view of Elkins. He has been convicted of one charge dealing with phone tapping and now awaits trial on a dozen or more other indictments.

Crosby's Washington trial before Federal Judge Joseph R. Jackson, came to a surprise halt when Judge Jackson ruled acquittal on a motion made by the defense.

Entitled to Private Life

In an oral opinion before the court, Judge Jackson said that "simply because a man is holding a position, whether it is in a union or public life or in the legal profession or, yes, on the bench, there is no reason on earth why he can't have a private life of some kind or that he is not entitled to do as the ordinary private citizen could do." (Crosby had spoken to Oregon's late Governor Patterson in behalf of Thomas Sheridan whom he believed had been treated unfairly when he was an employee of the Oregon State Liquor Commission. Elkins had told the McClellan Committee that he brought Crosby and Sheridan together. Crosby denied there had ever been such a meeting.)

Continued Judge Jackson, ". . . I am compelled to state that under the Committee's Resolution and also under the interpretation of that Resolution and the functions of the Committee, as stated by its chairman, Senator McClellan, I just cannot fit in the facts in this case so as to be convinced



Clyde Crosby

that the Committee acted within the scope of its statutory authority or that the matter complained of is material to any kind of legislation that the Committee might recommend to the Senate.

"In view of what I have said I am compelled to grant the motion for acquittal."

The first witness Government attorneys put on the stand against Crosby was none other than that union-hater from the right-to-work state of Arkansas, Senator McClellan.

'He Went Hungry'

Extracts from the court proceedings clearly show that McClellan was sure of his prey. In this case, he went hungry. He may also have learned that an impartial atmosphere of a court of law does not compare or agree with his highly privileged hearing room on the third floor of the Senate Office Building where a man can be libeled by anyone without benefit of legal recourse.

Said President Hoffa of the acquittal: "It is an opinion like this that renews every American's faith in the judicial system of this country. I am sure that every member of this International Union joins me in congratulating Clyde Crosby on this court victory. It is certainly encouraging to view, by example, that justice, under law, is a two-way street."

Supreme Court Sustains Position on Contracts for

(EDITOR'S NOTE: The following article was prepared by David Previant, Special Counsel for the International Brotherhood of Teamsters.)

ON JANUARY 19, 1959, a far-reaching, and what will undoubtedly be a historic, decision of the Supreme Court of the United States finally wrote "finish" to litigation and disputes concerning owner-operators which started more than ten years ago in the state of Ohio. But more than that, the Court fully sustained the position of the International Brotherhood of Teamsters in dealing with a problem which has beset it for years—the protection and balancing of the interests of owner-operators, drivers of company equipment and trucking employers.



David Previant

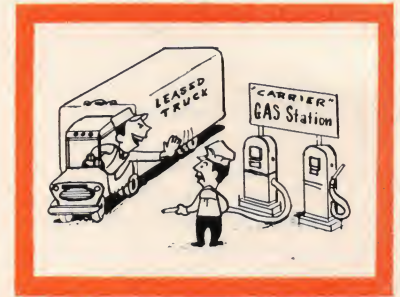
In the case of Local 24, I. B. T. vs. Revel Oliver, A. C. E. Transportation Company, Inc. and Interstate Truck Service, Inc., the Supreme Court reversed the Supreme Court of the state of Ohio and firmly established the right of the Teamsters Union to negotiate contract provisions relating to owner-operators, including the right to establish minimum lease rates for their equipment. This decision will be of incalculable value in assisting owner-operators, drivers of company-owned equipment, local teamster unions, and employers in eliminating the many abuses that have arisen in the use of owner-operator equipment.

Dispute Background

The background of the dispute was this: The Central States Area Over-the-Road Motor Freight agreement for more than twenty years contained contractual provisions, which were designed to protect the wages of

the owner-operator against employer-chiseling through the use of devices such as low lease rates, mandatory purchases of oil, gasoline and tires from the carrier, self-payment of workmen's compensation, unemployment compensation, social security, fines and tolls. This contract clause was argued yearly as collective bargaining negotiations and problems arose. It was not easy. A great advantage was enjoyed by those carriers who persisted in taking advantage of the helplessness of the owner-operator who feared he would lose his investment in his equipment unless he yielded to these vicious practices. Finally, after much initial resistance from the employer and owner-operators, there came a time when most employers and owner-operators in the Central States area realized that what the I. B. T. was fighting for was in their best interest and in the best interest of the industry.

However, in the state of Ohio there remained a small, hard core of owner-operators, fleet owners and carriers who resisted this contract clause. Even after state-wide strikes which were won by the I. B. T. they continued by direct and indirect means,



to evade and violate the agreement. Accordingly, litigation designed to restrain and hamper the negotiation and enforcement of this provision was carried on in the federal courts, the state courts and before the National Labor Relations Board.

Final Test

The final test case started in January, 1955, at which time the lower Ohio court, on application of the owner-operators, issued a temporary restraining order, followed by a temporary and then a permanent injunction. The lower court held that all of Article XXXII was illegal and void because it was "a remote and indirect approach to the subject of wages" and in violation of the Ohio anti-trust act

Oregon Ruling Hits Trip-Leasing

In Portland, Oreg. Federal Judge Solomon struck a death blow to trip-leasing by ruling that the practice is illegal.

Judge Solomon's decision brings to an end a long bitter struggle by Northwest Teamster officials to outlaw trip-leasing which they regard as a vicious practice that jeopardizes the Teamster driver and his industry.

From the bench of the U. S. District Court, Judge Solomon ruled that Alexander L. Vincze controls and dominates Pioneer Truck Rentals, Inc., and Drivers Service, Inc., and that he and other defendants are furnishing interstate truck service without complying with provisions of the Interstate Commerce Act. The Judge directed that an order be prepared granting the ICC a permanent injunction enjoining Vincze and his associates from engaging in such transportation without the necessary licenses, permits or other appropriate authority from the Commission.

"The decision, notes Clyde Crosby, International Organizer for Oregon, puts this nefarious practice out of business. The opinion is to the best interest of our people and the employers we bargain with."

the IBT's Owner Operators

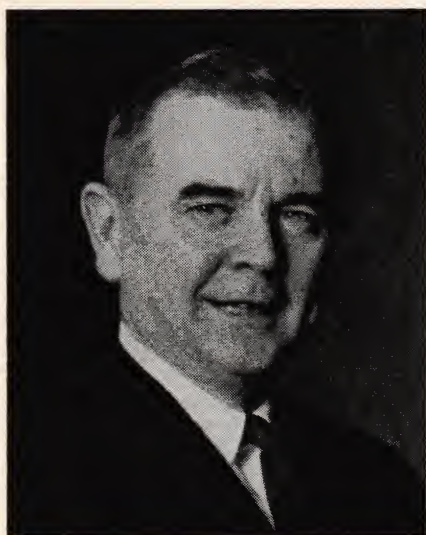


(commonly called the Valentine Act) because it set minimum rates for use of owner-operator, leased equipment. These determinations were upheld by both the Intermediate Appellate Court and the Supreme Court of Ohio.

While the initial decision of the Ohio courts, if sustained, would have applied in only limited circumstances, nevertheless, when the case was submitted to the United States Supreme Court, it considered the broad question of whether Article XXXII was valid as applied to all owner-operators covered by the contract provision which made them employees of the carriers while driving their own piece of equipment. The decision, therefore, covered all of Article XXXII and everybody was covered by it.

IBT Wins

The Court, in an opinion written by Justice Brennan, went right to the heart of the problem by completely destroying the argument of the Ohio courts that the regulations were only a remote and indirect approach to the subject of wages. The Court pointed out that, as testified to by a principle employer negotiator and President



Justice Brennan

James R. Hoffa who negotiated the contract, the very language of the Article and its unchallenged history "show that its objective is to protect the negotiated wage scale against the possible undermining through diminution of the owner's wages for driving which might result from a rental which did not cover his operating costs."

The Court pointed out that this was an example only of a union seeking to protect lawful employee interests against what it believed to be "a scheme or device utilized for the purpose of escaping the payment of union wages and the assumption of working conditions commensurate with those imposed under union standards."

The Court emphasized that, "... the point of the Article is obviously not price fixing, but wages" and that the contract was "... a direct frontal attack upon a problem thought to threaten the maintenance of the basic wage structure established by the collective bargaining contract."

The Court showed its complete familiarity with the necessity for this kind of Article by pointing out; "The inadequacy of a rental which means that the owner makes up his excess costs from his driver's wages not only clearly bears a close relation to labor's efforts to improve working conditions but reveals concern to the carrier's employed drivers. An inadequate rental might mean the progressive curtailment of jobs through withdrawal of more and more carrier-owned vehicles from service."

Conclusion

The Court then concluded that since this Article was so directly connected with problems of wages and working conditions, the entire subject was a matter for compulsory bargaining under the Taft-Hartley Act and that there was no constitutional basis for permitting the application of the Ohio anti-trust law to the contract.

Thus, after many years of delay, frustration and litigation, the right to

protect the interests of the owner-operator, as well as the balance of the employees and carriers in the trucking industry, has now been clearly and firmly established, not only in Ohio, but throughout the entire country. There remains now only the affirmative duty of all local unions to make sure that such contracts will be negotiated and will be strictly enforced so that the value of this significant victory will not be lost.

Picketing Upheld

The United States Supreme Court has ruled that picketing, like "free speech" cannot be halted as long as it is conducted peacefully. The High Court in handing down its opinion invalidated an injunction granted by a Florida court against the picketing of Miami's plush hotels. The tribunal's decision was based on the fact that the record did not disclose enough violence to warrant the ban imposed by the Florida injunction.

Union officials hail the Court's opinion as a real defeat for the NAM and the U. S. Chamber of Commerce which has charged that any picketing, peaceful or otherwise is illegal and has spent untold thousands of their members' dollars to outlaw picketing.

Teamster spokesmen say that the recent ruling will eliminate false and misleading slogans such as "blackmail picketing" and "racket picketing" during a peaceful organizational drive. Said one Mid-West Teamster officer: "It is very fitting to the preservation of labor's contract provisions that peaceful picketing is legal. It is good that attempts to destroy this trade union practice have gone down the judicial drain."

Retired Teamster Made Profit Of \$12,000 Over Dues Payment



Retired Teamster Jacob Botkin (left), 72, receives a check for \$12,912 from the pension fund of Local 680 in Newark, N. J. Botkin, an inside dairy worker, described as "hard to believe" the fact that in 13 years he had paid only \$555 in dues and initiation fees, yet received nearly \$13,000 upon retirement. With Botkin are (center) Richard Keber, secretary-treasurer, and Laurence McGinley, president, of Local 680. Botkin's salary also doubled since he joined in 1945.

A 72-year-old Teamster who retired last month describes the benefits he won in 12 years as a union member as "hard to believe."

Jacob Botkin of Perth Amboy, N. J., received a pension check for \$12,912, lump sum, at his retirement ceremonies early in January. "The total amount that I paid as a member of Local 680 was \$25 initiation fee and \$530 dues, making a total of \$555. Deducting \$555 from the \$12,912 pension check I received leaves a profit alone of \$12,357, besides doubling my pay and all other benefits I received," he wrote to union officials recently.

Botkin told the union candidly that "when I first became a member in September, 1945, I was hesitant whether or not I should join the union. However, because most of the other employees joined Local 680, I, too, signed an application."

At the time, he had worked as an inside dairy worker at Puritan Milk Co. in Perth Amboy for 20 years. He was earning \$50 per week for a six-

day week, with straight time for overtime.

In the past 13 years, under Local 680 contracts, Botkin's pay increased from \$50 to \$101 per week; the six-day week became a five-day week, with time and a half for overtime; he got four weeks paid vacation and paid holidays; complete Blue Cross and Blue Shield hospitalization and medical benefits for himself and his family; \$50 a week sickness benefits; and a \$5,000 life insurance policy.

"Looking back at the short 13 years," Botkin wrote, "it is hard to believe the tremendous benefits that Local 680 was able to negotiate for me and other members in my plant. This is the best answer that anyone can give to the present clamor that is going on concerning the Teamsters Union."

Although the union figures retired members are better off if they take their pensions in \$125 monthly installments, Botkin chose to take the lump sum. He said the cold weather was getting the best of him, and he wanted to use his \$12,912 to retire to Florida.

Negotiators Avert Four-State Strike

A four-state strike which would have idled 1,200 Teamster fuel oil and gasoline transport drivers and 300 mechanics in the Central States was averted recently when an 11th hour settlement was reached between Teamster oil company representatives.

Heading up the Teamster negotiating team was Dale Mann, chairman of the Ohio Highway Drivers Council, who hailed the settlement as a pattern for future negotiations in Michigan, Indiana and Illinois.

"The Ohio agreement," Mann said, "will go a long way in averting economic shutdowns in these areas."

He said that President Hoffa has approved the new labor contract and is pleased over the fact that a costly strike was unnecessary.

"As a matter of fact," Mann revealed, "I was under instruction from the General President to reach an agreement with the operators without resorting to a work stoppage. Hoffa was equally clear, however, to say that unless a settlement could be reached which would be satisfactory to the members, he would back me all the way."

The new agreement is a three-year pact and provides for substantial wage increases plus improved fringe benefits.

Chicago AFL-CIO Regrets Loss of Haggerty, Knott

When Thomas J. Haggerty, secretary-treasurer of Teamster Local 753 in Chicago, and George L. Knott, president of Local 712, there, resigned from the executive board of the Chicago Federation of Labor under a directive of the AFL-CIO, their resignations were accepted with much regret.

Said the city labor body: "Both Tom Haggerty and George Knott have performed long and honorable service for their local unions and the trade union movement. They have been a credit to their own organizations and the Chicago Federation of Labor. We hope that the situation within the trade union movement will soon be clarified so these two distinguished union leaders can once again put their capable abilities at the disposal of the labor movement in our city."

Haggerty had served on the Federation's executive board since 1940. Knott had held a board post since 1938.

Increase in Ton-Miles Predicted for Industry

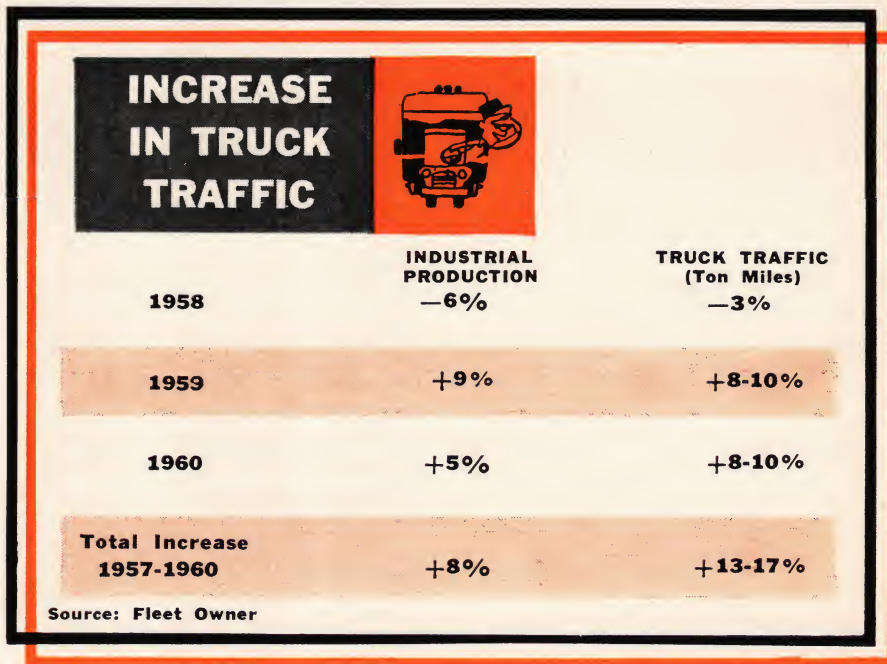
Private and common carrier trucking is on the upturn and could easily produce a gain in ton-miles of 8 per cent by next year.

So says *Fleet Owner*, which also predicts that trucking will continue to show "substantially faster growth than industry generally."

Pointing out that trucking has already begun to reflect the production upturn, the magazine says that "the sharp loss of traffic earlier in 1958 has been reversed, and the year as a whole will show only a minor decline from 1957—probably not over 3 per cent, measured in ton-miles."

According to the article, "in 1959 industrial production will be up 9 per cent. But much of the gain will be in heavy industries that are not trucking's prime customers. The gains in light manufacturing (chiefly soft goods) will not be as large.

"So although truckers will be helped by better highways and will continue to take business away from the rails, the gain in ton-miles for 1959 may be in a range of 8 to 10 per cent. This would make up the 3 per cent lost in 1958 and add the 5 per cent a year gain that has been normal for inter-



city truck traffic during the period of steady climb."

Fleet Owner points out, during the milder recession of 1954, traffic dropped only 2 per cent, then recovered about 5 per cent in 1955. "This time the swings have been sharper, so could easily produce an 8 per cent

gain next year."

The publication also reports that stop-and-go trucking, which includes most of construction, wholesale and retail trade, food distribution, oil, electric and other utility services, does not reflect the swings in general business. It went down little, if at all, in 1958.

Teamsters Attend Mexican Inauguration

Vice President Harold J. Gibbons recently attended the inauguration of Mexico's President Adolfo Lopez Mateos in Mexico City representing President Hoffa who was unable to leave his busy Washington desk to attend the ceremonies.

Gibbons and Vice President George Mock were guests of the Confederation de Trabajeros (CMT) during a week-long stay which saw the two Teamster officials conferring with CMT leaders in Mexico City and Acapulco.

In Mexico City Gibbons and Mock were hosted by CMT's National President, Senor Valazques and the labor organization's Director of Transportation, Senor H. Loza.

"Our talks with CMT representatives in the Mexican Capitol and Acapulco resulted in a broader understanding of problems jointly faced by transportation unions in the United States and Mexico," Gibbons reported.



Vice President Harold Gibbons, left, and Vice President George Mock place wreath on "Los Ninos Heroes" monument in Mexico City. The Teamster delegation, representing President Hoffa, attended the inauguration of Mexico's President, Adolfo Lopez Mateos. They were guests of Mexican labor officials.

A TESTIMONIAL dinner held in Springfield, Ill. for John T. "Sandy" O'Brien, Second Vice President of the International Brotherhood of Teamsters, drew nearly 500 union leaders, clergymen, public officials and civic figures last month from every corner of the country.

Known throughout the trade union movement as a Teamster's Teamster, the fighting Irish labor leader has carried a Teamster card for almost a half-century. He has held official posts in the union since 1920, serving as an officer on the local, Council, Conference and International levels. Today, he is an International Vice President, Executive Vice President of the Central Conference of Teamsters, Executive Secretary-Treasurer of Local 710 and holds other important posts within the Teamsters' Union.

Although a busy agenda kept General President Hoffa and his Executive



Home State Honors

Assistant, Vice President Harold Gibbons, from attending the Springfield affair, a long distance phone call from the two International leaders broadcast to dinner guests through loud speakers proved to be the highlight of the evening.

Hoffa's Address

Expressing deep regret that he could not attend the event in person, President Hoffa said the pressing events in the Nation's Capital of the utmost importance to the welfare of the Union and its members made it impossible for him and his assistant to be there.

Choosing his words carefully and seriously, Hoffa told dinner guests that while the last 12 months have been trying ones for the organization, 1959 promises to be still more crucial.

"Teamsters everywhere," Hoffa said,



Many top AFL-CIO officials were in Chicago to honor Vice President O'Brien. From left are Earl Welch, President, Ill. State Council of Carpenters; W. J. Stuhr, Vice President of the Operating Engineers; Sandy Smith, International Representative for the Hod Carriers and Laborers Union; and William Hasty.

Listening to IBT's Sandy O'Brien tell how it was in the early days of the International Union are, from left, Ray Schoessling, secretary-treasurer of the National Brewery Conference; Frank Brown of Local 710 in Chicago; and Vice President O'Brien. President Hoffa gave greetings via telephone.



"SANDY" O'BRIEN



Labor leaders from all parts of the United States left their busy desks to attend the Chicago Teamster leader's testimonial dinner. In the picture above Murray W. Miller, chairman of the Southern Conference of Teamsters, is caught by the Teamster camera with Don Peters, executive secretary, Local Union 743.

"must present a united, unwavering and stern front against those forces which, if they can, will tear down this great International Union."

He said that no organization in the history of labor unions has been singled out for such vile abuse as the Teamsters' Union has experienced over the past year.

"It is because of men like Sandy O'Brien that we have weathered the storm and have continued to grow in spite of it," Hoffa declared. "His steadfast devotion and services to the Union have shown him to be a giant among men. We are proud of him, and I am sure Illinois is proud of him."

Gibbons Message

When Hoffa concluded, thunderous applause made clear that the labor movement in Illinois is determined to stand by its friends and trusted associates.

Vice President Gibbons highly praised the role O'Brien has played in making the Central Conference of Teamsters what he termed "the most powerful and effective multi-state conference in the nation."

He said that problems facing the Teamsters today are more extreme and the stakes much higher than they ever were before.

"We are determined to meet this fight head on and we will not yield one inch of our constitutional and legal rights," Gibbons stated. "We must hold fast to this position as it is a duty to our membership to do so. We cannot and will not allow infringement upon our people's welfare."

O'Brien's answer to President Hoffa and his Executive Assistant came quickly: "I can tell you that Joint Council 65 and the labor movement in this area will give the Teamsters' Brotherhood and its top leadership all the moral and other support that can be mustered to protect and maintain its rights and its freedom to function as a democratic labor union," O'Brien promised.

O'Brien's Career

During the testimonial dinner much of the Chicago labor leader's life was talked of. Union officials spoke of the fact that at 16 years of age he was a Teamster on a horse-drawn beer truck, and how some years later he rose from the ranks to become a trustee for Local 710.

In 1937 he was appointed an International Trustee by the late General President Dan Tobin and was elected to that post at the following International Convention. In 1942 he was appointed Fourth International Vice President.



SAN FRANCISCO

CHICAGO

NEW YORK

DALLAS

SEARS CAMPAIGN OPENS

THE TEAMSTERS' national organizing effort to enroll some 70,000 Sears Roebuck employees as members of the I. B. T. boomed into action last month with the distribution of over 100,000 pamphlets inviting Sears workers to a better way of life through Teamster membership.

In the wake of the initial move by the Teamster's National Sears Council to place the issues squarely before Sears workers, a series of programming sessions were held early in January in New York, San Francisco, Chicago and Dallas.

'Successful in Every Aspect'

Murray W. Miller, 12th Vice-President of the I. B. T. and Coordinator of the nation-wide organizational drive, described the cross-country meetings as "successful in every aspect."

"The Council and its officers were greatly encouraged by the response our program received from all four Teamster Conferences," Miller declared. "We left each area with the blueprints of a sound and progressive organizing campaign which we feel will be warmly accepted by Sears workers in every corner of the nation."

In New York some 75 delegates attended the Eastern Conference Sears session. Discussions there ranged from new organizational approaches to the solving of individual local problems anticipated in the giant drive.

Greely Named

New York delegates were unanimous in their selection of John Greely as director of the Eastern Sears effort. Rod Clay was chosen as field representative.

Said Frank Keane, Chairman of the

National Sears Council: "Much of the organizing activity in the East will center around Sears mail order houses in Boston and Philadelphia."

San Francisco Meet

At San Francisco nearly 50 Teamster officials from local unions throughout the 11 Western States having Sears operations within their jurisdiction, were briefed by the National Council's officers on the part they are asked to play in the organizing push.

Joseph Dillon, director of the West-



Frank Keane (left), Chairman of the National Sears Council, sparked New York session with progressive format for Sears drive. John Greely was selected by delegates to head up the Teamsters' organizing push in the Eastern Conference.



DALLAS



TOP: Al Weiss, Chief Economist for the International Union, reports on Sears Roebuck profit-sharing program during Dallas organizational conference. **BOTTOM:** Officers from the Southern Conference's Sears organizing delegation study programming of Teamsters' nation-wide effort to organize Sears workers.

will take some time, we are confident that we will succeed. We cannot help but succeed with the all-out co-operation indicated here from you people."

Vice-President Harold J. Gibbons, the General President's Executive Assistant, told Western officials that President Hoffa has pledged the fullest backing from the International Union toward the objectives set out in the Sears campaign.

"Let us know what your problems are," Gibbons said, "and we will do our very best to see that aid is given to you promptly."

Strong support of the National Council's Sears campaign was also pledged by Einar Mohn, President of the Western Conference, and Joseph Diviny, Third Vice-President of the I. B. T.

Texas Session

The Council's Texas meeting at Dallas outlined procedures for progress reports and took a searching look at the drive's public relations and press coverage plans.

Progress reports from the field will be sent to each area organizational director who in turn will report to the offices of Vice-President Miller and the National Warehouse Division in Washington, D. C.

Organizing literature and public relations efforts not originating from the National office in Washington should be cleared with the area director before being distributed. News releases

ern Conference Warehouse Division, will head up the Sears campaign in the West. Arnie Weinmaster was named field representative.

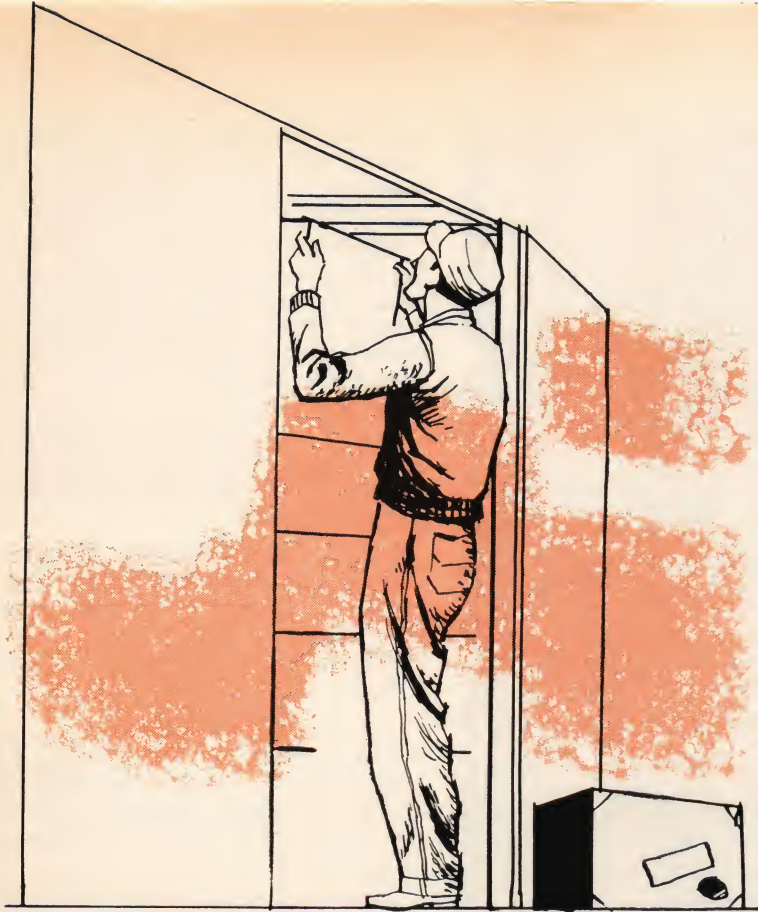
Much of the day-long session in the Far-West was devoted to an exchange of information dealing with current Teamster representation of Sears workers in several Western cities.

During the Bay City talks, Vice President Miller emphasized that the drive is aimed at bringing into the Teamsters' Union every unorganized person employed by Sears. He told Western Teamster leaders that this directly concerns mail order houses, warehouses and service departments and drivers. At the same time he made it clear that in those instances where the company decides to throw road blocks in the path of the campaign by fighting unit description, it will be necessary to include retail people as well.

Job Not Easy

Miller told the meeting that "although this drive will be tough and





and other publicity should be cleared in the same manner, it was decided.

Weiss Presents Outline

Al Weiss, Chief Economist and Research Director for the International Union, presented a comprehensive outline of the giant mail order company's profit-sharing program during the Dallas meeting. Weiss told Texas delegates to the Sears Council that his report of profit-sharing was given to all area Sears sessions as a guide to some of the questions organizers will experience in the months ahead. He also urged all local unions in the country having labor agreements with Sears currently to mail copies of their contracts to his office in the Nation's Capital.

Another important action taken at the Dallas meeting was the selection of Weldon Mathis as director of the Southern Conference's Sears organizing task force. Scotty Dean was named field representative. Tony Zivalick has been added to the staff in Atlanta, Ga.

Chicago Conclave

Meeting in Chicago on January 9, more than 80 delegates to the National Sears Council hailed the organizing campaign as one of the most important ever undertaken by the IBT.

The Chicago meeting adopted organizational procedures approved by

the other area conferences and heard a report from Sam Baron, Field Director for the National Warehouse Division who is acting as Executive Secretary for the Teamsters' National Sears Council.

Hoffa Pledges Aid

In pledging the International Union's full support of the Sears Council's giant organizational program among Sears Roebuck employees, President Hoffa said that the national drive is another continuing effort on the part of the Teamsters' Union to bring the benefits of union organization to the unorganized.

"This International Union will stand behind this program financially and morally," Hoffa declared. "I have studied the survey made by our people in the field of wages, hours and working conditions at Sears Roebuck. For the most part I have found them in need of improvement. I want every Sears worker in this country to know that the IBT intends to do everything it can to aid and assist them and their families toward a better way of life."

Baron told Illinois Teamster leaders that the distribution of the Council's initial organizing pamphlet, "An Invitation to a Better Life," was highly successful despite what he termed "open hostility" on the part of local Sears management.

Want Organization

"Although the campaign is certainly in its infancy," Baron said, "we already have experienced Sears workers taking the opportunity of expressing the hope that Sears Roebuck will be organized—organized by the Teamsters' Union."

Workers Respond

He said that "our field people have talked to a great number of Sears employees and have found them to have at least one thing in common. They generally agree that the Teamsters is the only union that has strength enough to organize the mail order firm and to improve their standard of living through collective bargaining."

"Vice-President Miller was never more right than when he said that this campaign would not be easy," Baron declared. "The company realizes that what the Teamsters have done for other workers in the country employed in the mail order house industry they will do for Sears employees, and management is going to pull out all the stops to prevent this from happening. We will see local management using the age-old smear approach in an attempt to neutralize our efforts. We do not think that responsible Sears employees will buy it. No more than they bought it in St. Louis where the Teamsters recently won a hard-fought representation election involving Sears workers."

Council delegates in Chicago chose Don Peters to head up the Central Conference's participation in the nation-wide Sears drive. William Isbell will serve as field representative for the 23 Central States.

Future Plans

Following the Sears meetings in all four Teamster Conferences, Vice-President Miller laid down a format of the National Sears Council's immediate program.

He revealed that there will be eight national pamphlet distributions originating from the Teamsters' headquarters in Washington. The first of these will be sent to the Eastern, Western, Southern and Central Conferences in February.

"We intend to follow up our February pamphlet with a brand new newspaper designed especially for Sears employees," Miller disclosed. "The



Sam Baron, Field Director for the National Warehouse Division, left, makes organizing point at San Francisco Sears meeting. Seated from left are Joseph Dillon, Director, WC Warehouse Division; Vice President Murray W. Miller; and Joseph Diviny, San Francisco Vice President. Bay City session was held Jan. 13.

Delegates to the National Sears Council from the 11 Western States are briefed on the part they will play in enrolling Sears employees as members of the IBT.

SAN FRANCISCO



February, 1959



JOIN HERE



Your right to join
a union is
protected by
the Federal
Government





publication will be a national one and will be published monthly with February scheduled for its first issue."

Miller has asked all Sears field representatives to assist in the general editorial make-up of the new newspaper by sending notes of interest, personal or otherwise, to the National Warehouse Division in Washington, D. C.

"All units in the organizing drive are requested to cooperate with our National Public Relations office in this matter," Miller said.

Official Structure

The official structure of the National Sears Council as approved by Council delegates representing some 250 local unions within the IBT includes:

Murray Miller, Coordinator; Frank Keane, Chairman; Sam Baron, Executive Secretary; Jack Jorgensen, Recording Secretary; Don Peters, director for the Central Conference; John Greeley, director for the Eastern Conference; Joseph Dillon, director for the Western Conference; and Weldon Mathis, director for the Southern Conference.

Field Representatives

Field Representative for the Western Conference is Arnie Weinmaster; for the Eastern Conference, Red Clay; for the Southern Conference, Scotty Dean; and for the Central Conference William Isbell.



Office Worker Praises Teamster Representation

A newly-organized office worker praised the efforts of the Teamsters Union and Local 497 in Akron, O., in a recent letter printed in the *Beacon-Journal* in that city.

John O'Mara wrote:

"I'm an experienced rate man and have worked in trucking offices for 14 years.

"I never have worked for a trucking company where there was an office union. I never made wages that weren't 10 years behind the times either.

"There is no one in Akron better qualified to judge what the Teamsters have done for their members than myself.

"Ten years ago, a non-union file

clerk made about the same wages as a dock hand. Five years ago she made half. Now she makes one-third. So long as her employer could deal with her singly he did, but good.

"A few weeks ago our office, in a landslide vote, elected Teamsters Local 497 as our bargaining agent.

"The officers of 497, Wykle and Flaherty, are hard fighting, hard working union people. They are experienced office contract negotiators.

"When Hoffa was on the way up there wasn't a tougher job in the states than union organizing. Just for laughs, try to imagine the kind of union Senators McClellan or Kennedy, or yourself (the newspaper) would have built in his place."

LEFT TOP: Don Peters, who will direct Sears campaign in the Central States, addresses delegates at Chicago meet.

LEFT CENTER: Vice President Miller, left, tells Chicago organizers that "Sears project will mean hard work."

LEFT BOTTOM: Sam Baron, Sears Council Executive Secretary, reads a survey made to help guide organizing staff.

CHICAGO



Chicago meeting drew 80 delegates from Central States. Program was hailed as hallmark in Teamster organizing.

Teamster leaders halt busy Chicago session for well deserved "coffee break"—but continue to exchange ideas.



IBT organizers pass out "An Invitation to a Better Life" to employees at one of Sears' major installations.



Maryland Honors Harry Cohen



A very surprised man was Harry Cohen, right, president of Local 355, when he discovered that his membership had called a special session to honor him for his leadership of the union over the past 25 years. Harold Miller, secretary of the local, presents Cohen a diamond ring, a gift from the union's members.

Harry Cohen, president of Local 355 in Baltimore, Md., was recently honored at a surprise membership meeting commemorating his 25th year as one of the foremost labor leaders in the Free State.

Sponsored by the membership of Local 355 and programmed by Harold Miller, secretary-treasurer of the union, Cohen was presented an award plaque which described the veteran unionist as a man "with great human interest, proud integrity and steadfast devotion in pioneering the Teamster movement in Maryland." Cohen was the first president of the organization when it was chartered in 1933. He was also the first chairman of Joint Council 62.

"No one could have been more surprised than I," remarked the greying labor leader as he accepted plaudits in the name of all unionists who had walked the long path with him. "The progress we have made over the past quarter-century never would have been possible without the determination and dedication of those with us today and those who are no longer in our ranks."

Tracing the history of Local 355, Cohen said that the chartering of the union marked a new chapter in the

history of organized labor in Maryland.

"While we built our organization slowly," he recalled, "we built it solidly. As we grew we were able to render important assistance to unions of other crafts who relied on our strength for support of their economic disputes and their organizational efforts. Today, we continue to render that same assistance and cooperation."

Did Not Do It Alone

An important part of Cohen's acceptance remarks were directed at a host of members attending the ceremonies who held membership in the union from the day it was chartered.

"All of you struggled with us during the early years of union-building," he said. "No one did it alone. It was too big a job. I remember the tireless work of Cliff Kohne who is now secretary of Joint Council 62. I remember, also, the names of Jacob Edelman and Joe DiDomenico and what they did for this organization. And, there are many more. What we did we did together."

Among the many congratulatory messages sent to Cohen was one from John F. English, General Secretary

Treasurer of the International Union. It read, in part:

"There are only a few of us old timers left, and it is with a great source of pride that I address this letter to you on the Silver Jubilee of Local 355.

"I know from personal experience that in the 25 years that have just passed you have fought the good fight and the best demonstration of how good the fight was is the size of the Teamster membership in Baltimore today. You have certainly come a long way. The days of 1933 were the tough days. You made good, Harry, and everyone in the International wishes you well on this occasion.

"May the good Lord continue to keep his arm of protection around you and let you stay with us for a long time. We need the likes of you to show the world at large and labor in particular that the Teamsters is the best outfit around."

Teamster Investment Wins Press Praise

The union-busting McClellan Committee likes to distort facts about the Teamsters Union. One of its favorite themes is to try to cast doubt upon the operations of various welfare and pension funds, which are run jointly by labor and management trustees.

So when a national press service compliments one of these funds, it's worthy of note. Here is a United Press International dispatch, datelined Jan. 22:

"Atlanta (UPI)—The International Brotherhood of Teamsters, which loaned money through its pension fund to build one of the nation's plushiest motels here, will get a million dollar profit and ownership of the motel in 15 years.

"Court records showed today that James R. Hoffa's Teamsters loaned \$1,800,000 to help build the swank 201-room Atlanta Cabana Motel which opened recently. In return the Teamsters will be repaid approximately \$2,844,000 in 15 years and then assume ownership of the property.

"Jay Sarno and Stanley Millin built the motel at a cost of about \$2,200,000. Sarno said he and his partner will lease the motel from the Teamsters after the loan is repaid.

"They're tough lenders," he said."

Taxi Organizing Drive Succeeds in Atlantic City

An intensive organizing drive conducted by Joint Council 53's Organizing Committee has been successful in bringing nearly 500 Atlantic City, N. J., taxicab drivers into Local 331.

The smashing Teamster victory has been termed by Council spokesmen as the first successful organization of the taxicab industry in the history of the resort city.

The first ten days of the concentrated drive saw more than 100 cab drivers designating Local 331 as their bargaining representative. Building powerful momentum with 'round-the-clock' organizing activity, 200 additional drivers became affiliated with the Teamsters' Union near the halfway mark of the six-week effort. During the final days of the campaign, nearly 200 more cab drivers became members of Local 331.

According to campaign leaders, one of the major problems involved in the organizing effort was the "closed cab stand" issue which restricted independent drivers from picking up work in front of the larger hotels, restaurants and bus terminals in Atlantic City.

The Teamster Joint Council overcame this obstacle by a series of conferences with city and industry spokesmen and succeeded in opening major cab stands to all drivers on an equal "bumper-to-bumper" basis.

"In solving this problem," a Council leader noted, "the union was able to establish equal treatment and job opportunities for all cab drivers in the city. In this we have another standard won by the union that had never been practiced here before organization."

Organizational strategy for the campaign was mapped by International Vice President Thomas Flynn, Chairman of the Eastern Conference of Teamsters; International Vice President John Backhus; Lawrence Steinberg, Personal Representative for President Hoffa; Raymond Cohen, Chairman of the Council's Organizing Committee, and Bernard Marcus, Director of Organization for Joint Council 53.

The program was further developed by the assistance of Frank Abriment, Secretary of Local 331; Charles Pirolli, Chairman of the National Cab Division; Charles Fels, Chairman of the Eastern Conference Cab Division and John Hartigan, Eastern Conference Representative.

Long-Standing SIU-NMU Feud Settled in Maritime Conferences



Agreement between the National Maritime Union and the Seafarers International Union was signed last month, resolving long-standing disputes between the two seamen's unions. Signing pact are Joseph Curran (left), NMU president, and Paul Hall, head of SIU. The new pact followed months of inter-union discussions.

Months-long discussions aiming toward labor peace on the waterfront led last month to a peace pact between long-feuding maritime unions.

The National Maritime Union and the Seafarers International Union signed an agreement establishing a joint committee to resolve all disputes between the country's two largest seamen's unions.

NMU President Joseph Curran and SIU President Paul Hall said in a joint statement that "the establishment of this committee is the culmination of these discussions and activities and provides a proper and effective vehicle for meeting and attempting to resolve problems of common concern."

Discussions leading toward waterfront peace began last summer, with Teamster President James R. Hoffa taking a leading role. In August, another long-standing rivalry was resolved when an understanding was reached between the SIU and the International Longshoremen's Association. Teamster Vice President John J. O'Rourke of New York represented Hoffa in the SIU-ILA discussions.

The NMU-SIU pact followed earlier joint action by 18 International unions in cooperating in the worldwide protest against ships flying "flags

of convenience." Hall and Curran led the protest, with full support from the Teamsters and the ILA.

Hoffa last July announced plans for a nation-wide Conference on Transportation Unity, with Capt. William Bradley of the ILA, Curran of the NMU, and Hoffa as the original signators. Hall at that time announced that he "looked with favor" upon such a proposal.

Purpose was to "discuss and settle jurisdictional disputes, matters of mutual concern, and matters affecting progress and stability" in the transportation industry, principally in maritime and related fields.

Automation in the shipping industry, bringing about new techniques in freight and cargo handling, is one of the major topics of the continuing discussions to iron out problems between the various unions operating in the nation's seaports. Hoffa has repeatedly pointed out that the Teamsters are directly affected by all inter-union disputes on the waterfront.

Hoffa said last summer that "it is our belief that a conference of union leaders involved in these problems will go a long way toward eliminating friction, disruption of service, destructive competitive unionism, and 'whipsaw.'"

Special Report

FROM THE GENERAL SECRETARY-TREASURER

"Best System In The Country" —English

JUST how safe is your International Treasury? "Teamster members may well be gratified that this independent and wholly objective survey (by Price Waterhouse, world renowned financial auditing firm) indicates that the accounting records in the Washington office of the International Union are complete, orderly and well kept in accordance with high standards of accounting practices and that the people responsible for the accounting work are highly competent and have a high degree of interest in and earnestness about their work."

This, from a report to a court in your Nation's Capital, should allay any misgivings as to the nature of maintenance of your organization's treasury which, as can be seen from the financial report to be found elsewhere in this issue, presently amounts to \$40,-

419,022.60. Again, "we are generally impressed with the careful and business-like manner in which these (accounting) functions are performed in the International Union office."

Unfortunately, there are those in and outside the organization who are so naive as to believe that the International keeps its money in cardboard boxes and maintains records on butcher paper. It is not only to them that this article is directed but also to those who might question the conduct of any phase of the financial affairs of the world's largest and most publicized labor union. Initially, let it be said that the picture to be unfolded here is not one of recent origin but rather is an old story, for accurate, up-to-date accounting records have always been maintained and have al-

ways been open to inspection. With records traceable back to 1903 your International begs comparison with any like organization and, yes, with any business firm. Further, it challenges any organization or firm to subject its financial controls to as critical and objective a survey as was this organization's during this past 12 month period and achieve the same degree of praise. Perhaps this is unblushing self-flattery but in the light of the serious indiscriminate criticisms hurled at this International from every quarter it is absolutely necessary to point out to our membership, particularly, and the public at large the integrity of the organization's funds at the International level as well as the integrity of its leadership.

Office Staff

The office staff, with the exception of key personnel, normally works a 35-hour week from 8:30 to 4:30, Monday through Friday. Its selection is based on a thorough examination of background and ability with particular emphasis laid on a pattern of stability of employment—applicants with a history of a year to a year-and-a-half on various jobs are immediately ignored. Compensation is based on levels which are the policy of the area's largest employer, the Federal Government, for it is with this that all other employers in Washington, D. C., compete. Fitting of employees by aptitude into specific operations coupled with an intensive training program has resulted in peak work production over the years. The business-like performance of our personnel is a source of pride to the International, and visitors taken on a tour through the accounting department, for instance, never fail to be impressed.

As early as 1949 the safety and ac-



General Secretary-Treasurer John F. English

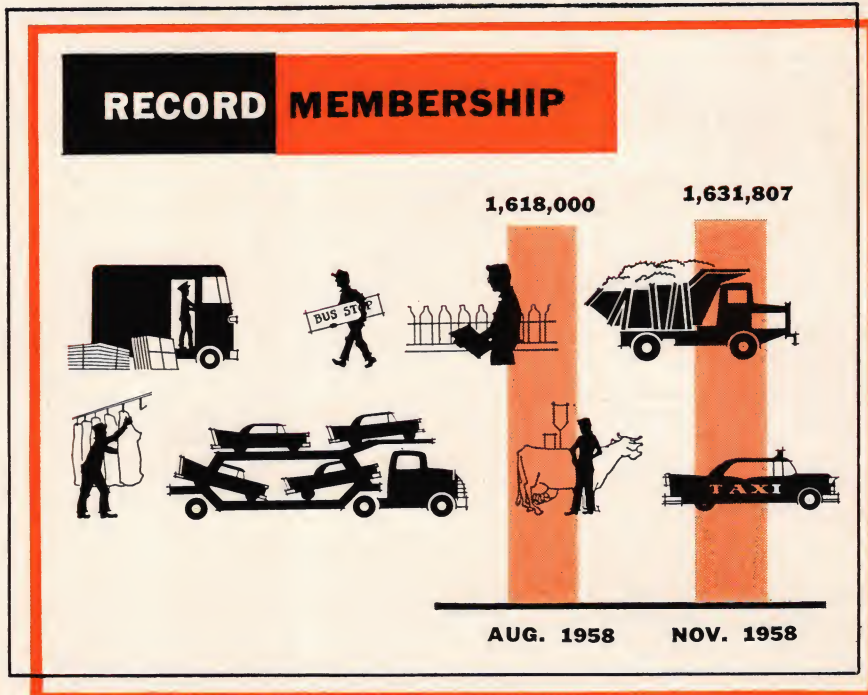
curacy of machine methods of accounting were recognized and since that date this method has been used to achieve basic and essential accounting control. Long before other organizations and business firms were ready to rid themselves of the errors inherent in manual posting of accounts, the Teamsters International had incorporated modern electronic methods of bookkeeping. Your local union secretary-treasurers have for years been familiar with receipts for payments of per capita tax posted and addressed by machine and with checks in payment of strike benefits also machine written and posted. The resulting accuracy and volume of financial records has proven very costly to us for the demand for our records by various governmental agencies in the course of investigations in the past two years has cost your International Union a conservative estimate of upwards of \$40,000.00 for photostating and other forms of reproducing. It has been necessary to substitute copies of originals because hard experience has taught us that those outside the union are not as solicitous or fastidious about these records as are your people.

Safe Guards

All financial correspondence, forms, checks and accounting data are housed in fireproof cabinets or vaults under combination or key lock. Only three selected personnel have access to these records and they alone are charged with the responsibility of their safe-keeping. Even your General President and General Secretary-Treasurer must normally obtain such data from these individuals, and a specific system, installed by Remington Rand, is used to charge out any item taken from the files. Indiscriminate entry into and removal of items from the files could only result in chaos as many business firms have learned, the government, too, being remiss in this respect as we read occasionally in the press to the chagrin of an unfortunate top public servant.

Assets Analysis

An analysis of the assets of our treasury to familiarize all with their disposition and their guarantee of safety is gladly supplied herewith. This is important because much has been said of various investments allegedly made by the Teamsters' International. First let it be said that the General Secretary-Treasurer has



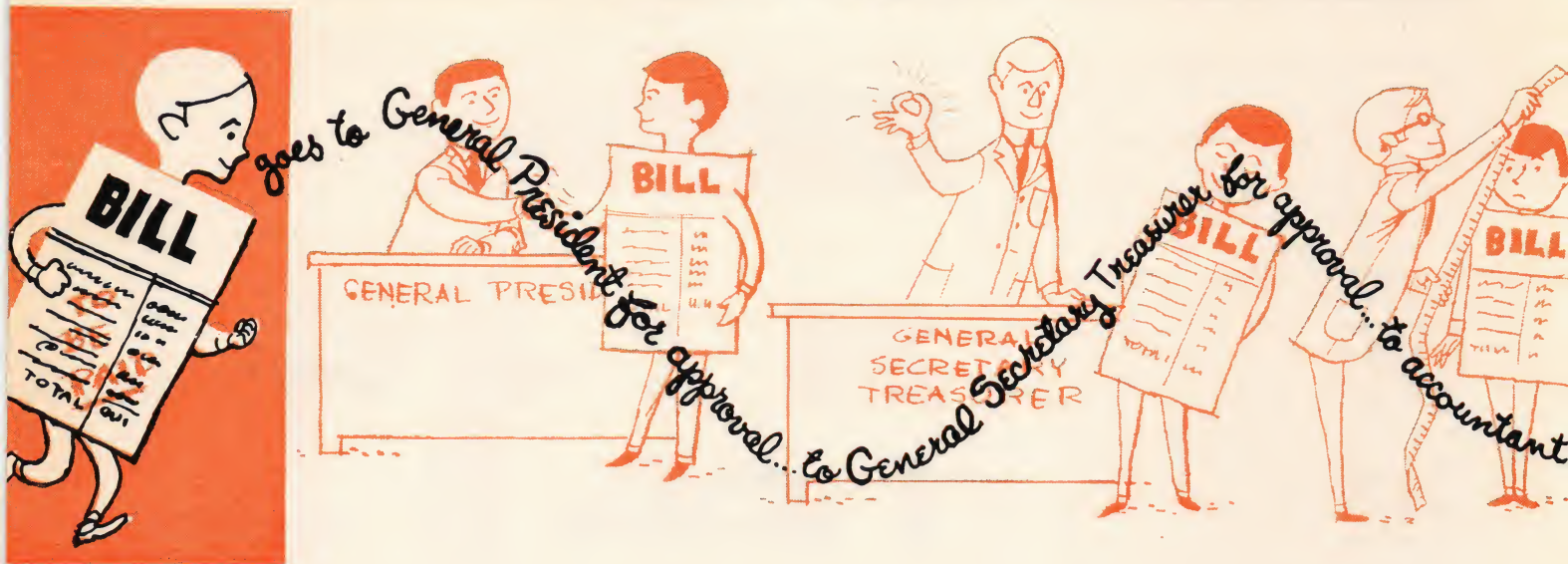
no responsibility for the accounting or investment of any health and welfare or pension funds of any of the membership of this International. His responsibility is solely that of the general fund of the organization and beyond that the responsibility as Trustee for the accounting and investment of the retirement fund of the International's staff employees. The press has so confused the various operations of the International as a whole that the membership and the public have difficulty distinguishing between the funds of the International, the area conferences, joint councils and local unions. We are dealing here with only the International's funds and do not purport to speak for those of any of our affiliates.

From the financial report it can be seen that as of December 31, 1958, a little over half a million dollars in cash is listed. This is maintained in checking accounts in three Washington, D. C., banks and one in Seattle, Wash., the latter because of approximately eleven and a half million dollars in fully secured investments in that area necessitating a depository account. A checking account is also maintained in Toronto, Canada, in which all funds of Canadian origin are deposited and which is used solely for disbursements in that country. Much has been written of the looseness of handling of union funds and

now might be the time to describe the writing of checks in the International office. No less than seven, let me repeat, seven, individuals share the responsibility of drawing a check. Both the *General President* and the *General Secretary-Treasurer* jointly approve bills for payment after which they are routed to an auditor. No checks are issued without voucher support properly approved. The *Accountant* then refers the voucher to the *Comptroller* who permits issuance of a check only after satisfying himself as to approval by proper authorities, and in the case of purchases, as to the authenticity of the voucher and all pertinent data such as requisition, purchase order, shipping department signed receipt bill, and invoice.

Check Writing

In the case of strike benefits, organizing campaign contributions, salary and expense account payments and similar disbursements the comptroller must satisfy himself as to the basic authority, be it the General President, General Secretary-Treasurer, General Executive Board or the International Constitution. The voucher is then routed to the *Disburser* who has sole custody of and must account for all blank checks and who then presents each check for the signature of the General Secretary-Treasurer. Check and voucher are then routed to the



Office Manager who assigns a Clerk in the typing pool to mail the check appropriately. At no time does the General President or General Secretary-Treasurer have blank checks available for signature and checks are never signed in advance of preparation. Under the highly complex system of internal control for which your International Union was complimented by the Price Waterhouse Company, it would be utterly fantastic even to conceive of a misappropriation occurring. All personnel are bonded for \$30,000.00 each by Lloyds of London.

Investments

To return to the assets, let us consider the security of the \$33,000.00 plus investments. How well protected is the International's interest in these and what is the rate of return? Six million six hundred and fifty thousand of United States Treasury bonds, bearing $2\frac{1}{2}$ and $2\frac{3}{4}$ percent interest, fully registered in the name of the International Union are held in safekeeping by Washington, D. C., banks and are available to no one except by proper authorization and identification satisfactory to the banks. Just as in the case of the United States Treasury bonds, all securities or investments of the International are fully registered or recorded in public records open for inspection and have been since the union started making investments 40-odd years ago. General Motors Acceptance Corporation bonds, domestic, in the amount of \$50,000.00 and \$15,000.00 Canadian, make up a very small percentage of the portfolio and have been in it for ap-

proximately six years. Such bond purchases are permissible under the constitution, Article XI, Section 1. These securities yield $2\frac{3}{4}$ to 4 percent.

Dominion of Canada bonds in the amount of \$160,000.00 yielding 3 percent and British Columbia School bonds in the amount of \$225,000.00 with a yield of $4\frac{1}{4}$ percent complete that portion of our investments dealing with our neighbors to the north.

When the International moved its headquarters to Washington, D. C., in 1953, on February 1, from Indianapolis, those personnel who were asked to come with it and also those individuals requested to join the staff in Washington from other sections of the country were authorized loans by the General Executive Board to purchase homes in the area surrounding Washington. Since then two other individuals were requested to move their homes to other sections of the country on change of assignment and they too were given the same consideration.

Originally there were 14 such loans, three of which have been paid off, leaving a balance of 11, none of which were made to officers of the union and none has been made to any officer since Mr. Hoffa has taken office. The total of these interest-earning loans as at December 31, 1958 was \$275,131.18, all fully secured first mortgages, recorded in public records, completely insured as to hazard and as to title with no delinquency in payments. The practice of granting home purchase loans to hold or acquire qualified employees

is not uncommon in enterprises operating on a national or international scale and in the instance of the Washington staff employees proved almost a necessity because of the cost of living which in the nation's capital is the highest in the United States.

Helping to Build

To assist the affiliates of the organization to acquire suitable office facilities and also thus to make a more representative impression on their communities the International at one time made available funds on a $3\frac{1}{2}$ percent interest basis. Recently, however, the heavy incidence of strike benefit payments, lawyers fees, court costs and in fact the over-all cost of operation has sharply reduced the surplus of funds heretofore available for this purpose. Eight joint councils and nine local unions participated in these programs. In order to qualify, the local or joint council must have had unencumbered title to the land and, been able to invest in the building or remodeling project to the extent of at least one third the final cost. The balance of all such loans as at December 31, 1958, was \$4,020,883.65 and as heretofore mentioned these first mortgage loans are properly recorded in public records fully insured as to hazard and title.

Mortgages

The International during the past regime saw fit to invest in conventional mortgage loans and first trust notes as well as construction and collateral line loans, with the approval of a ma-



majority of the finance committee as then constituted over the opposition of the minority of your General Secretary-Treasurer. The conventional mortgages and first trust notes early in 1958 reached an all time high of over \$3,532,000.00. After Mr. Hoffa assumed office no further commitments of this nature were made and the balance as at December 31, 1958, stands at \$3,514,462.96. While these loans are all fully secured by good real estate properties and collateral far in excess of the amount of the loan and yield from 4 to 9 percent, I do not feel the International should be investing in other than government guaranteed securities but it is not always for me to say and the finance committee as now made up of seven members more properly expresses the wishes of our membership and I will abide by its decisions.

The construction and collateral line loans at one time, in 1955, reached a high of \$2,498,799.63 and while this was netting the organization 5 percent, again, I did not feel that this was the type of investment in which we should be indulging. However, the present balance is only \$4,500.00 and we are in hopes this will be cleared up in the next 30 days.

Other Loans

The vast bulk of our investment portfolio is composed of good, sound government insured Veterans Administration mortgage loans. Yielding a net of 3½ to 4¼ percent, the balance at year's end stood at \$18,697,768.48. Such loans are purchased in volume lots from mortgage loan bankers who

are authorized by the Federal Government to traffic in real estate loans made to veterans and insured by the United States. The bankers service the loans, that is, collect the payments, determine that sufficient hazard insurance is carried, see that taxes are paid periodically and, when necessary, see that foreclosure action is taken. For this service they charge a half of one percent. The selection of loans for our portfolio has been a good one as the delinquency ratio is below the national level.

The servicing companies, of which there are five taking care of our veterans mortgages, remit monthly to the International providing a report as to each individual loan, showing amount of payment, old and new balances, monies set aside for taxes and insurances and the amount of interest collected. Practically every organization and firm indulging in this type of investment is content to post the lump sum payment received from the servicing agency. Not so your International. Instead, individual records are maintained on each of 1,772 such loans as well as on the 111 other loans of all types. I feel that my responsibility does not end with the word of an agency servicing our loans but extends to each of the accounts involved in these investments. The complete files on all loans together with the Government's Guarantee Certificate in the case of Veterans Administration loans are safely kept in fireproof cabinets in the International vault. You can well appreciate the responsibility of maintaining the

files' monthly balances on 1,883 loans and notes.

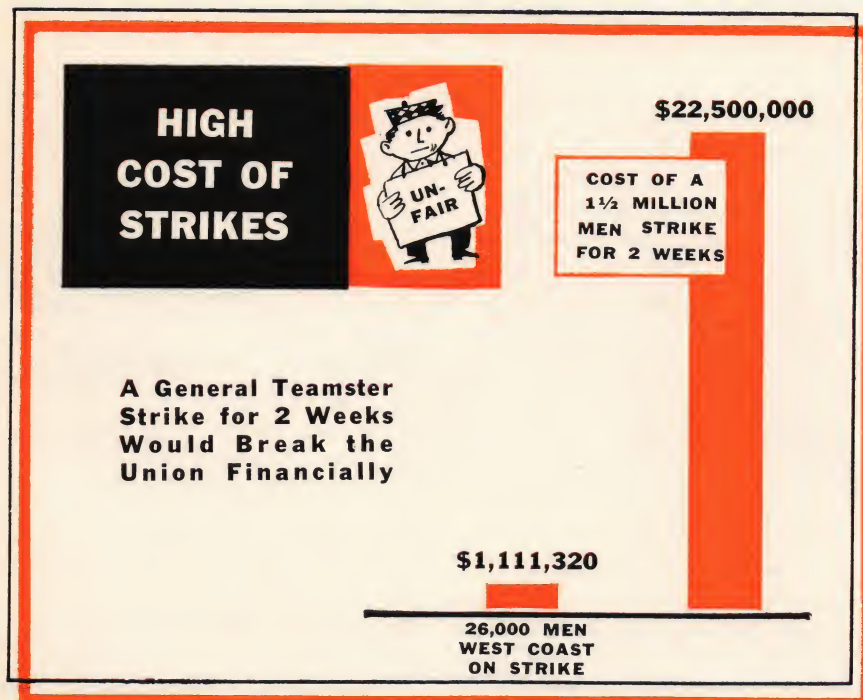
Incidentally, many inquiries are made at the International office whether loans are made directly to veterans. The answer is no. The union is not in the business of making direct loans but only purchases these in volume lots, as an investment, from bankers who have made the original loan to a veteran. Also, we purchased such loans only at a discount. The International is no longer investing its surplus funds as it must first reduce its liabilities and also comply with a constitutional provision calling for 25 percent of the assets of the organization, except the building, to be in cash or short term government guaranteed obligations.

Investment Yield

In summary, our investments in 1958 yielded, as can be seen from the report, a net of \$1,259,849.09, which is approximately what they did in 1957. Percentagewise, the rate of return was 3.9 percent which is excellent considering the diversity of the portfolio and also the fact that over \$7,000,000 is in comparatively low yield government securities plus the fact that over \$4,000,000 is invested in affiliates' building programs at less than the above cited average rate of return.

Liabilities

As to our liabilities, the outstanding item, of course, is the \$1,400,000.00 of notes payable. These are loans necessitated to meet investment commitments made by the prior administra-



tion and also to fund administration and also to fund strikes during the past year. Originally these were \$1,750,000.00 but sufficient surplus from operational and financial income developed to reduce these to the level shown at December 31, 1958. It is anticipated that further surpluses will develop during the next year to clear these entirely from our accounts.

While the income items are quite self explanatory and the expense items are clear as to their disposition some of the latter must be discussed. First and foremost is the matter of donations to subordinate organizations or strike benefits. The "net deficit from operations" \$1,616,201.52, is directly related to the \$2,648,543.17 in strike benefits paid in 1958, an increase of almost \$1,800,000.00 over last year.

If anyone in the length and breadth of this country believes the big lie spread about Jimmy Hoffa that all he has to do is push a button and the wheels of America stop, let him look at these figures: One strike, just one, involving only 26,000 men on the West Coast cost the International \$1,111,320. If anyone is so stupid as to swallow the story about Jimmy, carried by word and cartoon in the press the country over, let him consider what one and a half million men on strike for two weeks would cost our treasury—\$22,500,000. In three weeks the International would be completely broken financially. But this

would be only the beginning. Violation of no-strike clause in Teamster contracts would make the International liable for damages running to tens of millions of dollars.

Legal Fees

And take a look at those figures for "legal fees and expense" almost four hundred thousand dollars. My advice to our membership is raise your children to be attorneys and they'll take care of you in grand style in your old age. At a \$183,000 greater figure than last year you can clearly see what it is costing to keep the organization from being destroyed in the courts as well as paying those appointed by the courts to supervise our operation. In various ways the Senate Investigation alone has cost you, the dues paying membership, \$68,764.62. The suit brought about by the rank and file group has cost you in 1958, \$91,618.56, and we still have hanging over our heads the \$210,000 contested legal fees of Mr. Godfrey Schmidt and associates for representing that group. Add to all this the \$100,431.16 it has cost you for the Monitors' fees and expenses and you can well understand why our net worth this year dropped \$361,764.13 from the 1957 year end figure of \$38,502,997.81.

In general the expense of operating the organization in the year 1958 was approximately the same as in 1957, outside the terrific strike benefit costs,

the almost double legal fees and the expenses resulting from our difficulties in the courts. When the lawyers' field day is over we'll be able to lay aside a dollar for our own use.

What about the other phases of your General Secretary-Treasurer's operation? What about membership figures? Who compiles these? Come into one of my offices on the second floor of the building and I'll show you an operation on our bookkeeping machine that at the time a per capita payment is made by a local union, membership figures also develop. One man is kept busy just building up statistics on our locals and joint councils as well as area conferences. And what does these statistics reveal? They show that in August 1958 the all time high paid-membership record set in November 1956 of 1,611,406 was broken by a figure of 1,618,097 and that this record was itself broken in November 1958 by a figure of 1,631,807. This paid-membership figure is astounding when it is considered in the light of daily, almost hourly, deluge of criticism and vituperation hurled at the organization the past two years.

It will be remembered also that in the past two years the country has suffered a period of serious general unemployment, or rather a "recession" as some of our more sensitive national political figures here in Washington would choose to label what their constituents back home know by its more ugly name. This increase in membership under these circumstances is a tribute to your General President and the unending hours he spends at his desk here in Washington, sandwiching flying trips to spots of trouble throughout the country in between.

Hoffa Surpasses All

Having served with two other General Presidents and being pretty well acquainted with the top executives of other labor organizations, especially in those days when I was "invited" to sit on the Executive Council of the AFL-CIO, I can tell you that when it comes to work Jimmy Hoffa surpasses them all. When the West Coast operators and our people weren't making headway during the big strike, Jim brought them all into Washington and stayed with them days on end and, on two occasions, all night, until a settlement was reached. The same occurred during the east coast haul-away contract discussions. A born fighter, it's no wonder Jim has such an influence

English Reports

on our membership and is able to increase it in spite of everything, and if they ever leave him alone the Teamsters will double in size in ten years.

Membership

It might be interesting to see how our membership is spread and especially where we have the largest concentration. As you might suspect, New York City leads the nation with 142,652 and Chicago is close behind with 135,906. The next three communities in line are Los Angeles showing a membership of 105,716 followed by Philadelphia with 82,596 and the West Coast again represented by San Francisco in fifth place listing 68,508 members.

The fact of the two major cities in that state being listed in the first five accounts for California's having the greatest membership among the states with 235,438 followed by New York at 184,071 and Illinois with a paid-up membership of 152,334. Pennsylvania comes next in line, 110,434, and then Ohio, represented by a total of 84,873.

While New York is at or near the top with the greatest Teamster membership as to city and state, the crown for the largest local union goes to its rival in the Midwest, Chicago Local 705, the Truck Drivers, Oil Drivers, Filling Station and Platform Workers easily has the largest number of members in the entire International with 17,706. In number two spot, and in the same city, with 14,460 members is Local 710, Meat and Highway Drivers, Dockmen, Helpers and Miscellaneous Truck Terminal Employees. Historically, Chicago had a strong team drivers' organization before the turn of the twentieth century and combined with its Eastern counterpart in Boston to form our present International Brotherhood of Teamsters.

The much publicized Philadelphia local, the Highway Truck Drivers and Helpers, No. 107, holds down third place with a membership of 13,324, as against last year's figure of 11,895. Chicago again comes forward for recognition with Local 743, Warehouse and Mail Order Employees, paying on a membership of 12,470 followed quite closely by Hoffa's Detroit Local 299, the Truck Drivers, with 12,232.

As I look back over the operation of my office during the 12-month period ending December 31, 1958, I realize that there is much about which I could write, there is much that goes on in my department that you seldom

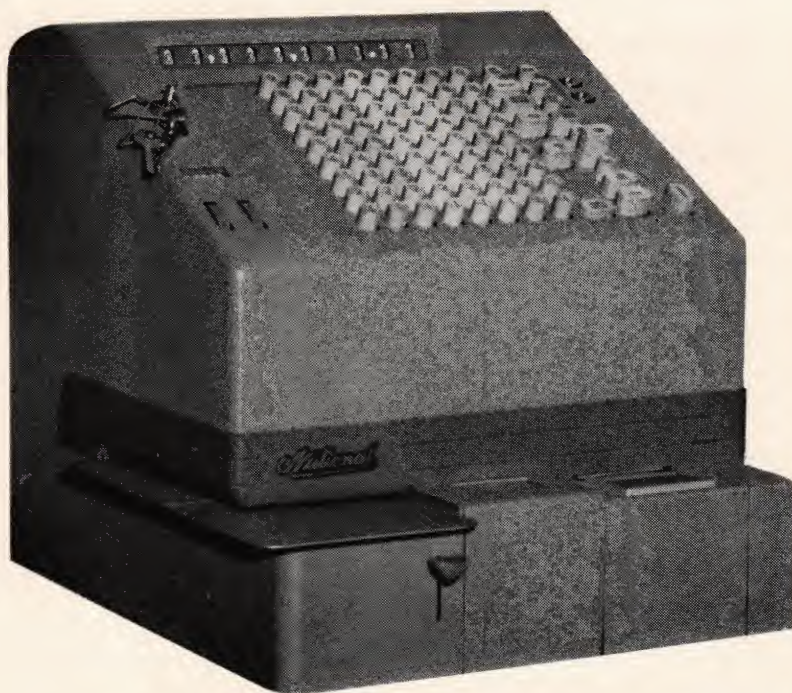
get to hear about but quite frankly it would take a good sized volume in order for you to read about every detail, each of which is important to your economic welfare. Let me at least touch on a couple of others.

What Goes On

Undoubtedly, the question has come across your mind from time to time "What goes on in that big marble building in Washington, D. C., where Jimmy Hoffa and John English have their offices?" Perhaps I ought to give you a picture of an average day in our operation. As I stated before, the work day here begins at 8:30 which is a little early for the rest of

to be prepared for any and every kind of investigation by any one of a dozen different agencies and, brother, no matter how minor a missing letter, document or voucher, if you can't find it the news makes headlines from coast to coast.

Over 34,000 pieces of mail in 1958 in my department alone having been deposited on the desks of executives and department heads by 9 o'clock sharp, secretaries throughout the building will take dictation until noon or after depending on the number of phone interruptions that occur. In my department alone there were over 8,500 incoming calls, almost a



Typical of the modern office machinery used at headquarters.

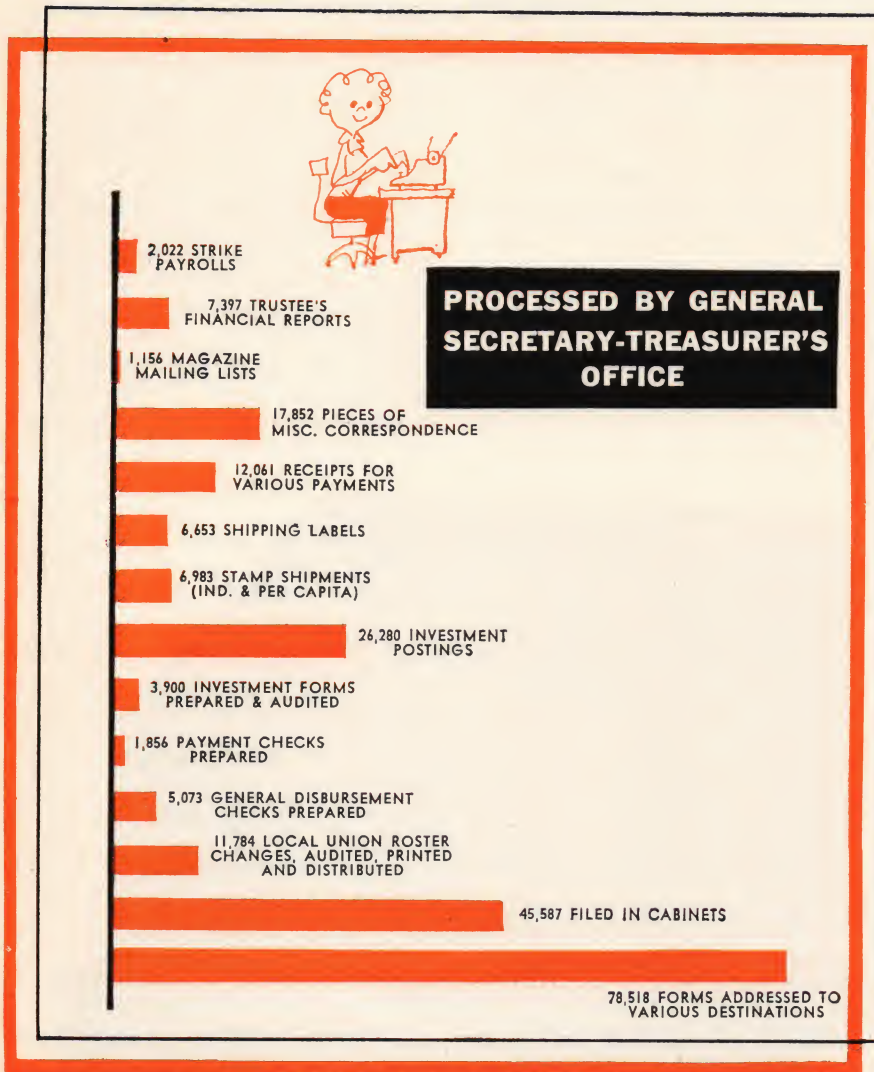
Washington which usually gets down to business about nine. So from 8:15 on cars start rolling into our garage to be met by the departing night watchman who with a couple of assistants has maintained security and fire control in the building during the night.

Mail having been dropped at our shipping dock earlier and distributed to the offices of the General President and the General Secretary-Treasurer, it now is processed, every piece being time stamped and logged in because over the years it has proven increasingly important, in dealing with a million and a half members, to be able to trace every piece of correspondence. And then, too, we have

third of which were long distance and each demanding urgent attention. In the accounting department the personnel will begin processing almost 12,000 remittance statements from local unions. These forms are audited, posted, receipts written therefor, and supply releases prepared for the shipping department which last year stocked over \$350,000 worth of items of about a hundred and fifty different varieties. This department shipped almost 6,800 parcels and crates weighing a total of 93,194 pounds of supplies, costing \$135,000 on a nonprofit basis.

Long Days

Since I can only speak in detail about my own department I won't attempt to analyze the mountain of



production I know takes place in the General President's office. Again, not in self-praise but only to give you an idea of what goes on, perhaps I should mention that for most of us the day seldom ends before seven or eight o'clock at night and then the phone calls start at home. You live with this work 24 hours a day.

Department Personnel

In tribute to my people in the accounting department, I would be remiss if I did not mention at least some of the detail of their work over and above that already cited. When you have read these statistics I'm sure you will agree that operating an international labor union is big business in the sense of a large bank or insurance company. My people have for instance processed the following:

- 2,022 Strike Payrolls
- 7,397 Trustees' Financial Reports

- 1,156 Magazine Mailing Lists
- 17,852 Pieces of miscellaneous correspondence
- 12,061 Receipts for various payments
- 6,653 Shipping labels
- 6,983 Initiations and per capita stamp shipments
- 26,280 Investment postings
- 3,900 Investment forms prepared and audited
- 1,856 Payroll checks prepared
- 5,073 General disbursements checks prepared
- 11,784 Local Union Roster changes audited, printed and distributed
- 45,587 Items filed
- 78,518 Forms addressed to various destinations

Add to this the processing of thousands and thousands of election reports, Canadian customs forms, domestic and Canadian bank deposits,

bank statement reconciliations, daily membership memoranda, daily check registers, personnel reports, insurance registers, insurance policy endorsements, claim forms, health and welfare checks, weekly strike reports, weekly financial reports, local union audit statements, reports from International auditors, rosters and corrections thereon, phone toll tickets (both incoming and outgoing), inter-office communications and a host of others that would take pages to list.

A facility that is well known to some Federal Government agencies by reason of its work is the Reproduction Department which in 1958 supplied, among others, the Senate Select Committee on Improper Activities in the Labor and Management Field, as well as the Internal Revenue Service, with 57,569 photostats or thermofax copies of items in our files. This department also lithographed 537,620 copies of 2,468 various types of forms for use in inter-departmental and inter-affiliate relations, without competing with the printing trades. The excellence of workmanship and also the maintenance and preservation of equipment by the personnel of the Reproduction Department is something of which you can justifiably be proud.

Headquarters Building

Another phase of the operation that merits attention is your beautiful headquarters building that daily is visited by our own membership, by school children, by college groups studying design, interior decorating, or architecture, by representatives of government from abroad, by religious groups and a myriad of others. Occupied on July 5, 1955, the appearance has been so retained that it has never lost its "like new" look. A maintenance crew of twelve takes over the building at 5 o'clock each evening, scrubbing, mopping, polishing, dusting, and tidying. And while our building is probably the finest in the Nation's Capital, the maintenance costs are below those of the government whose Government Services Administration is responsible for the upkeep of all Federal buildings in Washington, buildings of lesser quality by far than your headquarters. Figures available to us show that the public agency's cost per square foot of maintenance is \$1.27 per year whereas the cost in the Teamsters building is only \$1.17 per square foot.

Unionists Not Fooled by Political Charges

Failure to understand the attitude of union members against leaders who are under attack resulted in a lost election for many candidates last November. Pennsylvania was a case in point.

In an analysis published by the TEAMSTER NEWS, published by Joint Council 40 in Pittsburgh, this subject was reviewed. It is reprinted here in full:

General President Hoffa was injected as an issue in Western Pennsylvania, during the recent election campaign with somewhat disastrous results to the "injecters" from both parties.

Arthur T. McGonigle, the Republican candidate for Governor, devoted most of his oratorical efforts in the western part of the state to parroting newspaper smears against the IBT leadership, possibly in the mistaken idea that strained relations existed between the Teamsters and other local union members at the local level.

The Republican gubernatorial candidate, who is a member of the Pennsylvania Manufacturers Association, lost out by a vote of 2,024,852 to 1,948,762 to Mayor David L. Lawrence of Pittsburgh, the Democratic standard bearer.

Former Governor George M. Leader, Democratic aspirant for the United States Senate, came into Pittsburgh towards the end of the campaign, far out ahead of his Republican opponent, Congressman Hugh Scott of Philadelphia, on the political form sheets. In the course of a widely publicized speech, designed to solidify labor support, Governor Leader made the costly error of waiving a Walter Reuther flag. He was quoted as saying "I am happy to have the active support of Walter Reuther and I am glad, that I do not have Jim Hoffa's support."

Leader was virtually cut to pieces in the Western Pennsylvania balloting, and although he led in the rest of the State, lost the Senatorship to Scott by a vote of 2,042,582 to 1,929,821. In Allegheny County where the Teamsters will pour in a family vote in excess of 100,000 if properly riled by a personalized issue, the vote was 311,538 to 278,387 for Scott who has a good labor record, but who is virtually unknown.

What McGonigle and Leader, or their advisers apparently failed to comprehend, is the present temper of the

Teamster unionists who have been kicked all over the political arena now for nearly two years and who are at the boiling point of resentment. It is fundamental psychology, that when one unprovokedly affronts President Hoffa, that person affronts them all. In addition to that the IBT has a unique cooperative relationship with practically every other local union in the area, built up over a half century of unstinting assistance and aid, in times of strike and other economic stress.

The Democratic Senatorial candidate, compounded his puzzling blunder, by figuratively embracing Reuther, who is held in universal disrespect in the Western Pennsylvania labor area. While the UAW which he heads, hasn't enough members here to fill a good sized telephone booth, the number of trade unionists who have reason to dislike him, would populate the Sahara desert. Reuther maneuvered himself into the Presidency of the UAW by ousting R. J. Thomas, Lieut. of the late Phil Murray through trickery at a rigged convention, and the steel workers hereabouts will never forgive that. He represents a faction of the Socialist party that is diametrically opposed by a wing whose members largely staff the big electrical manufacturing plants in Pittsburgh's East Boroughs and the local miners have traditionally regarded his antics with

a jaundiced eye. For one thing, he is felt by the coal diggers to have been instrumental in blocking repayment of \$7,000,000 the miners loaned the CIO during its formative period, even though the miners had fallen on evil times and the CIO treasury bulged.

Reuther is deemed to be a "diversionist" by the big Building Trades units, and if he has any friends among the miscellaneous groups they have been shy in expressing their esteem.

In the ebb and flow of political tides, it so happened this year, that the balance of power rested in the western industrial section, and the defection from Leader there split the ticket right down the middle. In addition to the Senatorship, which the Democrats desperately needed, they lost control of the upper House of the State legislature while maintaining only a slight margin in the lower house. That Lawrence was able to salvage the Governorship, was due to his all out support by labor. He carried Allegheny County, by approximately the same margin Leader lost it.

Political experts in Pennsylvania are still trying to dope out what happened to Leader in Western Pennsylvania, probably the best explanation being advanced by one Democratic stalwart who said: "One thing is certain. The organization (party) didn't cut him. He cut himself!"

New Joint Council in Quebec



New charter for the formation of a Joint Council in the Province of Quebec was presented in December. From left, front row, are: Armand Jolicoeur, treasurer; Jean Lariviere, chairman; Andre LeBlanc, vice president; Romeo Girard, secretary. In back row from left are trustees G. Nicholson, A. Marchand, and R. Perreault.



Local unions throughout the country open their meeting doors to their members' families when Jimmy Hoffa comes to town to discuss their problems and to report on the conduct of their International Union. The scene above is typical of the many local sessions Hoffa has attended over the past four months.



California Cannery Queen of 1958 is pretty Francis Garcia of Sacramento. She is shown above with Josephine Froelich and George Cole, representatives for Teamster Local 857.

Picture Parade



California's City of Hope proved to be just that for little Ricky Travis, a Teamster's son. Ricky was restored to good health after treatment at Duarte, Calif.



In 1955 Local 777 of Chicago, Ill., established the first guaranteed union pension program in the history of the nation's taxicab industry. In the picture above the first fifty pensioners to benefit from the program are honored at a dinner in the Windy City. Here they discuss how it used to be once upon a time.

Again last year, Local 445 furnished "Yule" cheer and delivered Christmas baskets to the needy. From left are John Monell, BA; James Hopkins, president and acting Santa; Frank Colandrea, trustee; Joe Sedlack, James Novasel, Bill Hahn; Louis Brodenese, Larry Daley, recording secretary and James Fogarty.



Harry Jacobson, president of Local 272, second from left, accepts testimonial plaque from union attorney Harry Sokel at benefit dinner for Joint Defense Appeal of American Jewish Committee and Anti-Defamation League of B'Nai B'rith. At left is Robert Frank, Local 272, and at right is Harry Bessier, union manager.

Looking forward to top ranking in the nation's Southwestern softball league in 1959 is this husky team sponsored by Local 886 in Oklahoma City. Front row from left are J. O'Quinn, L. Thrash, B. Rogers, D. Hatfield and manager Frank Booher. Back row from left includes W. Morse, S. Davidson, D. Thrash and G. Lindsey. Team manager Booher is a business representative for Local 886.





LAUGH LOAD

Caught in the Act

An avid fisherman, true to tradition, could hardly contain himself when recounting his rod-and-reel triumphs to his pals.

Indignant at the skeptical hints that he was an out-and-out liar, he bought a set of scales, installed them in his kitchen and insisted that his friends watch as he weighed his catch.

One evening a neighbor rushed in and excitedly asked permission to borrow the scales. A few minutes later, he was back beaming with delight.

"Congratulate me, men," he cried. "I'm the father of a 38-pound boy!"



Permanent

"So you were convicted of burglary twice, robbery with violence three times, and manslaughter once?" asked a magistrate.

"That's right, sir," replied the defendant. "After that I seemed to drift into a life of crime."



Wisdom

Quotation from a will: "And so, being of sound mind, I spent every penny I had before I died."



Well Planned

A proud grandma was out for a Sunday stroll with two visiting grandsons when she met up with an old friend.

"My, what handsome boys!" exclaimed the friend. "How old are they?"

"The doctor," said the grandmother, "is 4 and the railroad engineer is 2."



Not So Dumb

The Army psychiatrist wanted to be sure that the newly enlisted rookie was perfectly normal. Suspiciously he said:

"What do you do for social life?"

"Oh," the man blushed, "just sit around mostly."

"Hmmm—never go out with girls?"

"Nope."

"Don't you even want to?"

The man was uneasy. "Well, yes, sort of."

"Then, why don't you?"

"My wife don't let me, sir."

Locked Up

On her way to bed a maid looked into her employer's room. "The master's locked up for the night, ma'am," she said.

Her employer looked puzzled.

"Really, Jane?" she said, "I didn't even hear him come in."

"He hasn't, ma'am," explained the girl. "The police station just 'phoned."



Family Resemblance

Among the visitors at the city zoo were a man and his cousin from the mountain country. The grizzled mountaineer stood spellbound as he viewed the giraffes, elephants and various other animals and birds. It was with reluctance that he left one cage to go to another.

As they came to the monkey cage, however, our friend paused for only a moment, then hastened away.

"What's the hurry?" asked his companion, who liked to watch the monkeys.

"I didn't mind a-lookin' at the el'phants and such," he said, "but these—wall, they were a-lookin' at me!"



Personalized

Displaying her wedding gifts, the bride came to one from the groom's old Army buddy.

"I just adore these personalized gifts," she said, "We received towels and wash cloths with HIS and HERS on them, but," she blushed, "this is even more personal."

And she held up an olive-drab blanket with the letters US stamped in the middle.



True Confessions

A psychiatrist ran into one of his lady patients, who introduced her husband to him: "Doctor, this is one of the men I've been telling you about."



A Gentle Hint

While waiting to be served in a fashionable restaurant, a customer tied his napkin around his neck in bib fashion. This distressed the manager so much that he told the waiter to indicate to the customer as tactfully as possible that this simply was not done in the restaurant.

The waiter walked to the table and in as polite a tone as he could manage he asked. "What'll it be, sir, shave or haircut!"



Better Be Quiet

"I thought I'd tel! you I've been here going on 25 years," said the timid employee to his boss, hopefully.

"So," boomed the employer, "it's you who's worn the hole in the carpet."

Real Gent

The drunk was sitting at the bar adjacent to a man and his wife. Suddenly the drunk came forth with a resounding burp.

"How dare you, sir. What do you mean burping before my wife?"

With that the drunk unsteadily got off the bar stool and, making a sweeping bow, said:

"A thousand pardons, sir. I did not know it was the madam's turn."



Inebriated

Two hollow-eyed, bleak-looking Scots were discussing the party of the night before.

"Dye ken," said one, "that Mac fell in the river on his way home last night?"

"Ye dinna mean tae say he was drowned?" asked his friend.

"Nae, nae," replied the first, "not drowned . . . but sadly diluted."



You're My Style

Heard the one about the man from Mars who landed in Chicago? He was dressed in the regular spaceman's uniform: aluminum suit, helmet with protruding antennae, the whole bit.

After a while he wandered into a neighborhood bar where his attention was caught by a flashy new juke box playing a sweet recording. The Martian ambled over to the juke box, put his arm around it and said:

"What's a nice girl like you doing in a joint like this?"



Too Bad

"Terrible about old Harry getting married, isn't it?" said a railman to his friend.

"Why terrible?" inquired the friend.

"Well, he was such an easy guy to borrow money from."



World of Difference

"You'll have to have an operation," advised the doctor. "Do you want a first class one or a second class one?"

"What's the difference?"

"For the first class operations there are new instruments and old assistants. The opposite is the case for the second class operations."



Nothing, Indeed

Mother, hearing a great clattering and banging on the porch where small Bobby was playing, called out, "What are you doing?"

"Nothing," answered Bobby.

"What are you doing it with?" demanded mother—and a small voice answered:

"With a hammer."

FIFTY YEARS AGO

in Our Magazine



(From *Teamsters' Magazine*, February, 1909)

The Gompers Case

OUR magazine has taken issue with the recent sentencing of Gompers, Mitchell and Morrison to jail.

The controversy that led to one of the most celebrated and drawn out legal cases in labor history began with the running of a "We Don't Patronize" notice in the AFL American Federationist Magazine against Buck's Stove and Range Company of St. Louis.

When the company filed a suit against the AFL to stop carrying its name in their magazine, Gompers carried an editorial in the Federationist criticizing the court decision. John Mitchell of the United Mine Workers was also involved in the litigation when he introduced a resolution at a United Mine Workers convention endorsing the boycott. Mitchell was a vice president of the AFL. Frank Morrison was also involved in the case because he, as an officer of the AFL, had allowed copies of the magazine carrying the boycott notice to be circulated.

The case, which dragged on for seven years, was never settled in favor of either party and was finally dismissed on technical grounds. None of the three men ever had to serve a day of the six months to one year sentence imposed on the trio.

But the critical issue in the case was whether Gompers' freedom of speech

rights under the Constitution had been violated. This was what he wanted to test in the courts of the land, even after the stove company later offered to call off the suit and his own lawyers had advised him to let the case come "to a happy end."

In commenting on the case, our magazine called the decision a throw-back to the "dark ages" and an age-old attempt to strike down the working man because of his attempts to raise himself above mere animal existence.

"The effort of the employing class has always been to keep the workers under their control so that wages may be kept down and their profit kept up to the highest possible tide. Every foot of progress made by the workers has been fought for inch by inch with the attendant suffering and bloodshed.

"The freedom of speech, freedom of press, and the right of organization and assemblage must be maintained at all hazards. The right of life, liberty and the pursuit of happiness was contested for once in this country of ours at a terrible cost, and will be again, if cause is given for it."

The Common Good

"ALL for one and one for all" was the theme of an article in our magazine this month.

Working together as a unit, said the author, and ridding organized labor of factional controversies is the key to harmony and progress.

"The interests of the individual must always be subservient to the great majority which makes the existence and protection of the individual a possibility. The greatest good to the greatest number is a principle vitally interwoven with the continued existence of things. When one undertakes to profit unduly at the expense of others, it follows, if he succeeds, others must be occasioned a corresponding loss. This will right itself in time and the one who temporarily advances himself at the expense of others will be forced to an accounting.

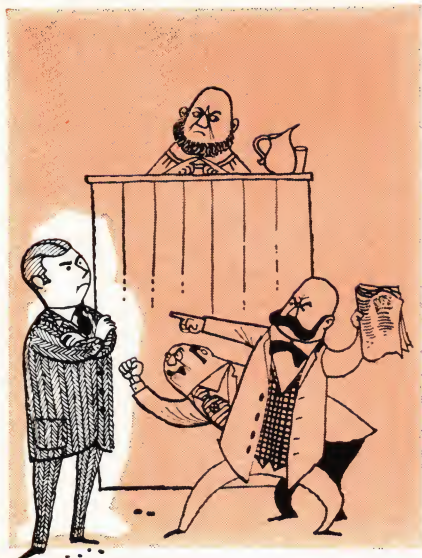
"Our United Brotherhood is a small democracy, every individual has a right to express himself upon every question touching its management. If he fails to do so he has no right to complain."

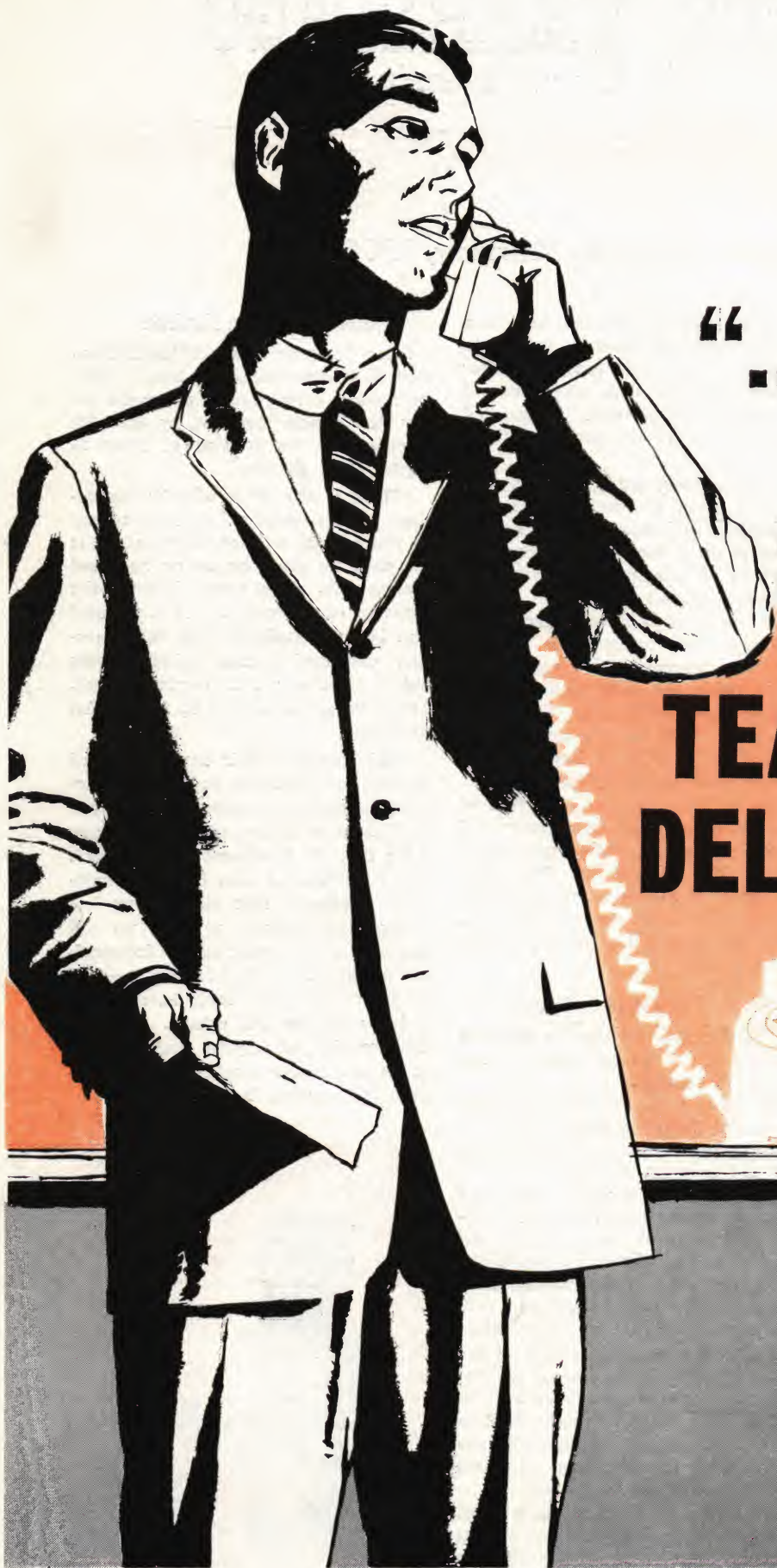
Lincoln on Labor

Since this year is the 150th anniversary of Abraham Lincoln's birth (1809), we thought it appropriate to reprint below that historic statement by our 16th President on the relation of labor to capitol. The Editors.

"There is one point with its connections, not so hackneyed as most others, to which I ask a brief attention. It is the effort to place capital on an equal footing with, if not above, labor in the structure of government. It is assumed that labor is available only in connection with capital; that nobody labors unless somebody else, owning capital, somehow, by the use of it, induce him to labor.

"This assumed, it is next considered whether it is best that capital shall hire laborers, and thus induce them to work by their own consent or buy them and drive them to it without their consent. Having proceeded thus far, it is naturally concluded that all laborers are either hired laborers or what we call slaves. Labor is prior to and independent of capital. Capital is only the fruit of labor and could never have existed if labor had not first existed. Labor is the superior of capital and deserves much the higher consideration."—Message to Congress, December, 1861.





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